

Chartered:
March 2, 1937

Circulation:
20,102



the unifor Local222 OshaWORKER

■ volume 77 no. 8 november 2018 ■

f uniforlocal222

www.local222.ca

@uniforlocal222

UPCOMING EVENTS

- **DEC. 5 & 12** – Free Union Seminars at Union Hall – see page 30
- **DEC. 6** – Candlelight Vigil at Union Hall – see Back Cover
- **FEB. 3, 2019** – Save the date – Super Bowl Party at Union Hall – see page 33

For an up-to-date listing of all Local 222 events, please check out the Events Calendar on our website: www.local222.ca/calendar

Bargaining Dominates Very Busy Month

Woodbridge Foam

I AM PROUD TO ANNOUNCE AN agreement with Woodbridge Foam was finally reached on October 22, after two tries. After a short strike we were able to achieve some great gains for these workers and they ratified a new three-year agreement by 87 per cent. I would like to thank Shane Wark, assistant to Jerry Dias for his involvement in reaching an agreement. I also want to say a special thank you to Cammie Peirce of the National Pensions and Benefits Department for her time spent with us during the bargaining process. Thank you also to National Representative Paul Shiels, the bargaining committee, picket captains, the membership and all who supported the picket lines.

A very special thank you goes out to Eileen Corbet at the Union Hall for all the additional time spent at the hall during this short strike, creating leaflets and packages. I cannot thank you enough for all you do and the times

that you come in when needed. We are blessed to have you working for us.

Mercedes Benz Durham

We are currently bargaining on behalf of our members at Mercedes Benz Durham in Whitby and hope to have an agreement by the time you receive this edition.

Pacific Western Transit

I would also like to announce an agreement was reached with PWTransit on October 21 after a long drawn out process. This is their first contract and took quite a while for us to get there, but it was ratified by 68 per cent for the operators and 58 per cent for the maintenance. We started bargaining with this employer in March and we are glad to finally have a CBA for these members.

USMCA

I am sure that we will hear more details as time goes by but so far the



Colin James

Unifor Local 222 President

agreement seems to be good for the auto industry and any workers affiliated with auto. This may eliminate the threat of U.S. tariffs on Canadian products, unless we sell more than 2.6 million vehicles, which is more than we sold at our peak in the 1990s and more than we export today, which sits at approximately 1.8 million vehicles.

The agreement itself does not secure investment but it does sure help. We have all seen plants close and job losses over the years in the auto industry, but this may provide some protection.

Upcoming Seminars For All Members

These seminars run by our Unifor Local 222 Education Committee are taking place on Dec. 5 and Dec. 12 with a hot meal provided. Steward Training,

**BARGAINING DOMINATES
VERY BUSY MONTH
continues on page 2**

INSIDE THIS ISSUE

3 GM Shop Committee
Chair's Report

10 Unit Chairpersons'
Reports

16 GM District
Reports

33 Local 222
Recreation

4 The USMCA And
Canada's Autoworkers

14 Local 222
Retirees' Report

18 International Day
Of Older Persons

34 Local 222
Sports

9 Financial Report

15 Family Auxiliary
Report

21 Local 222
Community Page

38 Oshaworker
Classifieds

Bargaining Dominates Very Busy Month

Continued From Page 1

Health & Safety, Human Rights and CPR training are all available.

These courses are free with the exception of CPR; if you require a certificate there is a cost of \$25, otherwise this course is also free of charge.

Chairperson Meeting

This meeting will take place in early November and will give all chairs an opportunity to discuss issues in your facilities as well as discuss ongoing and upcoming campaigns within the labour movement. This will be a full day and all chairpersons are expected to attend.

Appeal To Unifor Public Review Board

At the General Membership meeting on Sept. 6, a member from the GM unit raised the issue of the Second Vice President position not being filled and

challenged the decision of the Unifor Local 222 Executive Board not to fill the position.

Dan Wilson, who was elected to the position of Second Vice President, has been appointed to the National as Standards/Ergonomics Coordinator. Dan has never resigned from his position on the Executive Board and therefore he was not replaced. The decision was appealed by this member to the National Union's Constitutional Matters Committee in September, who ruled that the position should be filled by election.

At the October Executive Board meeting, the decision was made to challenge this decision and appeal to the Public Review Board, as in my opinion it financially makes absolutely no sense to have an election at a cost of \$8,000 to \$10,000 for position that will be run again in a few months, as we have the Executive Elections in January

of 2019 and this position will be filled by whomever is elected.

At the Oct. 4 General Membership meeting, a motion was put forward by another GM unit member to hold the election for the position of Second Vice President and this motion was overwhelmingly defeated by the membership, supporting the position of the Executive Board.

For the record, the position of Second Vice President has been utilized at the Union Hall a total of only five times over the past six years.

December 6th

Remember to support our Women's Committee and their annual Candlelight Vigil on December 6 here at the Union Hall, doors open at 6 p.m. They have chosen the theme of human trafficking and it's well worth all of us considering how we can change society on behalf of these young women.

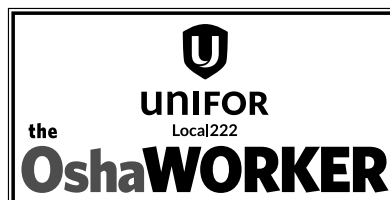
It's a sad thought to realize we will see the 30th anniversary of this tragedy next year and yet are still campaigning to end violence against women. 🍁

UNIFOR LOCAL 222 IS AN AMALGAMATED LOCAL MADE UP OF THE FOLLOWING UNITS:

General Motors of Canada (Oshawa)	St. Marys Cement (Bowmanville)	Forterra Pressure Pipe (Uxbridge)
Logistics In Motion (Ajax)	GDI Services (Canada) (Oshawa/Whitby)	Kerr Industries (Oshawa)
Durham Region Transit	City-Wide Taxi (Oshawa)	Auto Warehousing Supplier Park (Oshawa)
Lear Corporation (Whitby)	AGS Automotive (Oshawa)	Abednego Environmental (Oshawa)
Armada Toolworks (Lindsay)	Mills Motors Buick GMC (Oshawa)	Durham College Students Inc. (Oshawa)
CEVA Logistics Supplier Park (Oshawa)	Pilkington Glass (Whitby)	UOIT Student Union (Oshawa)
CEVA Logistics Office & Clerical (Oshawa)	Robinson Solutions - Building Services (Oshawa)	Logistics In Motion Office & Clerical (Ajax)
syncreon Supplier Park (Oshawa)	Robinson Solutions - Industrial Cleaning (Oshawa)	Canada Cartage (Oshawa)
Auto Warehousing Canada (Oshawa)	Mercedes-Benz Durham (Whitby)	PWTransit (Whitby)
Woodbridge Foam (Whitby)	Concentrix (Oshawa)	Lear Corporation (Ajax)
		Oakley Industries (Oshawa)

EXECUTIVE BOARD

President - Colin James	Board Members At Large
Financial Secretary - Dale Millson	Shayne Fields (Logistics In Motion)
First Vice President - Don Thompson	Ian Sinnott (Durham Region Transit)
Second Vice President - Dan Wilson	Todd Richards (Lear Whitby)
Recording Secretary - Jesse Forbes	Ron Clark (Armada Toolworks)
Sergeant-At-Arms - Jim Wheeler	Keith Poulin (CEVA Logistics)
Guide - Jeremy Pooler	Board Member At Large (Balance of Local) - Kevin Kent
Trustees	Female Board Member At Large - Lynn Ross
Barry Grills ■ Eva Guta ■ Francine Saunders	Retirees' Representative - Lance Livingstone



Editor: Joe Sarnovsky

Editorial Board:

Colin James ■ Dale Millson ■ Jesse Forbes

To the readers: The views and opinions expressed by various writers are their own and not necessarily those of the Editor nor of the Administration of Unifor Local 222. Unsigned material will not be printed. Please sign your Letters To The Editor and include your printed name, address and phone number. **The Oshaworker** reserves the right to edit material submitted.

The Oshaworker is published by Unifor Local 222, 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4 905-723-1187 ■ 1-800-465-5458 ■ Fax 905-436-9515 Email: local222@local222.ca ■ www.local222.ca

Publications Mail Agreement No. 40032015
Return undeliverable Canadian addresses to
Unifor Local 222, 1425 Phillip Murray Ave., Oshawa, ON L1J 8L4
email: local222@local222.ca



Production by Thistle Printing Ltd. 591G 707

USMCA Talks Bring Good Outcome For Canadian Autoworkers

GM Oshawa Plant Population as of Oct. 12, 2018

PRODUCTION	SKILLED TRADES
■ Active: 1,750	■ Active: 316
■ S&A: 94	■ S&A: 12
■ LOA: 19	■ LOA: 1
■ Total = 1,863	■ Total = 329

THE PLANT HAS THE FOLLOWING
overtime shifts scheduled for November:

Flex Line

Saturday, Nov. 3

Saturday, Nov. 17

Saturday, Nov. 24

Truck Line

Saturday, Nov. 3 (day shift only)

Saturday, Nov. 17 (days and after-
noons)

I am certainly relieved that the NAFTA talks have been resolved. As you are aware a new trade deal has been put been in place. The agreement that has

been negotiated between the United States, Mexico and Canada, which will be called USMCA, has replaced NAFTA.

Like all trade deals I am sure there are certain sectors that are not happy with the outcome, but as far as the auto sector is concerned, I am very pleased with the outcome.

Everyone knows that if tariffs had been placed on vehicles exported into the USA, it would have been devastating not only for our facility but all auto plants in Canada.

In our facility alone over 90 per cent of our vehicles are exported to the USA.

I don't believe for one second that Auto would have had this good of an outcome if not for the leadership of our National President Jerry Dias. From day one of the talks, Jerry was there front and centre defending Canadian auto workers.

The National Union research depart-



Greg Moffatt

GM Shop Committee Chairperson

ment created an excellent four-page document on the USMCA that begins on the following page. This information was distributed in our location in mid-October; and is available on the Local's website at www.local222.ca.

I believe that the auto sector did very well in this agreement. We must remember that we were dealing with an American president who was prepared to put tariffs on Auto under the umbrella of the fact that Canada was a national security risk to the USA. Enough said.

As always I can be reached at 905-644-2480 or by email at greg.moffatt@gm.com. 🍁



UNIFOR
Local222

MEETINGS

The **General Membership** meeting is held at 3 p.m. on the first Thursday of every month except July & August.

The **General Motors Unit** meeting is held at 3 p.m. on the third Thursday of every month except July & August.

The **Oshawa Area Skilled Trades Council** meeting is held at 3 p.m. on the fourth Thursday of every month except June, July, August & December.

Unifor Family Auxiliary meetings are held at 7 p.m. on the third Tuesday of every month except July & August.

The **Retirees' Chapter** meeting is held at 1 p.m. on the first Monday of every month except July & August.

**ALL MEETINGS ARE HELD AT THE
UNIFOR LOCAL 222 UNION HALL
1425 PHILLIP MURRAY AVE., OSHAWA**

Change Of Address

**Before you move, please notify
the Unifor Local 222 Union Hall
of your new address.**

Missed Oshaworker?

Your **Oshaworker** will not be delivered because of incomplete address, incorrect postal code, missing apartment/unit number, or if the member has passed away.

Surviving spouses may call to request to continue to receive the **Oshaworker**.

To ensure you get the next edition, please call the Unifor Local 222 Union Hall at 905-723-1187, or 1-800-465-5458

or email local222@local222.ca.

Be sure to include your full name, badge/employee number, the old address and the correct new address.

**Editions of the Oshaworker
can be read online at
www.local222.ca/the-oshaworker/**

United States-Mexico-Canada Agreement

What new trade rules mean for Canada's autoworkers

#ABetterNAFTA

Message from Jerry Dias

Over the past year, Canada, the United States and Mexico undertook a process to renegotiate the North American Free Trade Agreement (or NAFTA). Since 1994, NAFTA has proven to be a bad trade deal for working people, especially for autoworkers.



Fixing NAFTA's rules – imagining different models and outcomes for trade – has been a long-standing desire of our union. Unifor approached this renegotiation as a once-in-a-generation opportunity to expose the problems with NAFTA and similar bad trade deals. We also approached this renegotiation by putting forward new ideas and trade provisions designed to help – not hurt – workers and communities.

Our goal was to reimagine what fair trade deals could look like in the 21st century. During this renegotiation process, U.S. President Donald Trump posed an unimaginable threat: major tariffs on Canadian cars and parts exports. For reasons of both history and geography, Canada's auto industry is closely tied to the U.S. Virtually everything we export is destined for sale in the U.S. market. The mere threat of U.S. tariffs on Canada's auto sector raised serious questions over future investments and product planning in Canadian facilities.

As you know, a new continental trade deal has been struck – the United States-Mexico-Canada Agreement (or USMCA). It is not an ideal trade agreement by any stretch, nor is it a model of the sort of progressive trade we need in Canada. In fact, it includes elements that should be of concern to Canadians. Unifor will continue its work, advocating for trade policy that puts workers and communities first.

Nevertheless, in certain key areas, this new agreement is an improvement on the original NAFTA, including on rules governing auto trade, and that is in part because of the direct role our union played.

The new USMCA overhauls the rules governing auto trade in North America. Automakers are required to meet far stricter “Made in North America” rules for cars and parts, in order to sell these products tariff-free across borders. Automakers will also be required to build a portion of their cars and parts in high-wage facilities (instead of simply exploiting the wages of Mexican workers, earning as low as \$1 USD per hour), a measure designed to safeguard work in US and Canadian facilities.

Most importantly, the new USMCA effectively eliminates the threat of U.S.-imposed auto tariffs on Canada. Should the United States choose to impose national security tariffs on cars and parts in the coming months, up to 2.6 million vehicles and \$32 billion worth of auto parts exports, will face no penalty. To put this in perspective, Canada exported 1.8 million vehicles to the United States in 2017, and just less than 2.2 million at our peak. We feel confident to have secured protections for all existing capacity, as well as future growth in the industry. I can safely say that our union helped secure the strongest possible terms of protection against potential U.S. auto tariffs.

Let me be clear: these new trade rules, alone, will not deliver needed investments to our auto facilities, nor will they secure our wages, benefits and jobs. They are a welcome improvement, not a solution. As many analysts predict, our industry is prone for a downturn – one we hope is limited. Our job, as always, is to use our collective power and solidarity to ensure Canadian autoworkers – those inside and even those outside our union – have good jobs and a stable future within this vital industry.

More information on the USMCA will be made available in the coming weeks. For additional details about the new terms of auto trade, visit: www.unifor.org/peopletrade.

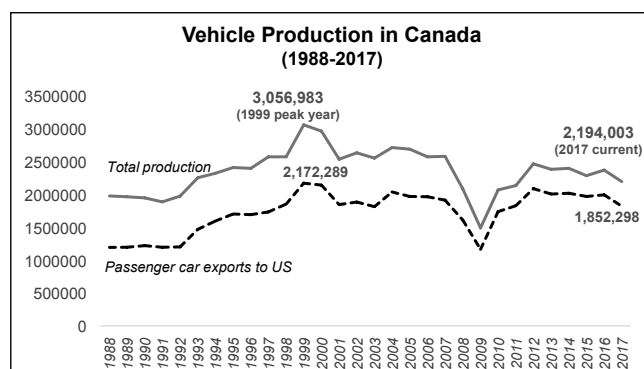
Thank you for your ongoing support and solidarity.

Jerry Dias,
Unifor National President

The need for fairer North American auto trade

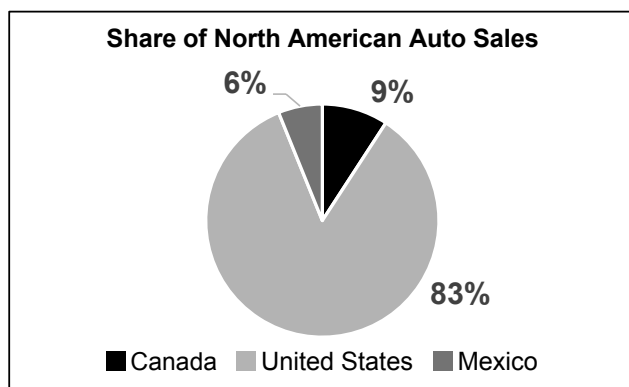
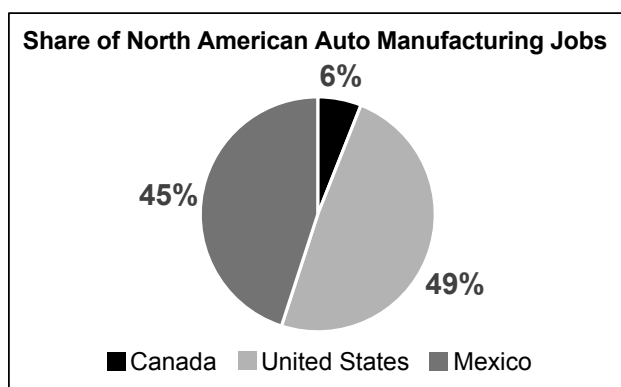
Since 1994, the North American Free Trade Agreement (NAFTA) laid out the ground rules for auto trade across the continent. It enabled auto companies to sell vehicles and parts tariff-free across Canadian, U.S. and Mexican borders. These rules also enabled auto companies to reorient their supply chains and, in some cases, relocate production. Often, lucrative investments were made in areas of the continent (most notably throughout Mexico) where wages and other production costs were lowest. These NAFTA rules imposed modest requirements on the automakers, including loose “Made in North America” content rules – but contained no guarantees of investment or future production in Canada.

It is no surprise that under NAFTA, Canada’s auto production declined. After an immediate jump in production and exports between 1994 and 1999 (driven partly by a low Canadian dollar and local production demands of the previous Canada-US Auto Pact agreement) Canadian auto assembly and parts production took a downward turn.



Canada today has 45,000 fewer auto assembly and parts jobs than in 1999. Our output of vehicles has declined, dropping from a historic high of over 3 million to just over 2 million per year. What’s worse, there has been a series of devastating auto plant closures in communities, including Ste. Therese (General Motors), St. Thomas (Ford), Windsor (GM Transmission), Oshawa (GM Truck), Kitchener (Kitchener Frame) and elsewhere.

In fact, nine of the last 11 new North American auto assembly plants were located in Mexico – where many workers lack access to an independent union, and where wages are as low as \$1 USD per hour.



New rules for auto trade under the USMCA

At the onset of NAFTA talks, Unifor put forward a set of recommendations to restructure the terms of auto trade in North America. Our vision was to create a trade model that not only expanded “Made in North America” rules (set at 62.5%, or two-thirds, of car content in NAFTA) but also prevented auto companies from freely shifting production to jurisdictions with poor labour standards and low-wages, without consequence.

In various ways, the new USMCA reflects both of these objectives.

For starters, “Made in North America” content rules have been raised from 62.5% to 75%. This means that any car shipped tariff-free between Canada, the U.S. or Mexico must contain three-quarters of North American content. Non-North American parts content (e.g. from Korea or China) are not counted toward this 75%.

Additionally, “Made in North America” rules will apply to an expanded list of individual component parts categories – including engines, transmissions, brakes, steering wheels – rules that are far more comprehensive



than the previous NAFTA. These content rules will range between 50-75%, depending on the type of component part and will now include requirements on the use of North American steel and aluminum in car production.

Finally, and for the first time in any Canadian trade agreement, car companies must demonstrate that 40% of a car's content (45% for trucks) contains products sourced from high-wage facilities in North America. Front-line workers

(excluding management) must be paid an average of \$16 USD per hour (this equates to over \$20 per hour in Canadian dollars, at the current exchange rate). Car companies can earn credits for up to 15% on this new ‘Labour Value Content’ for both existing research, development and information technology work as well as high volume powertrain facilities.

In addition, new labour standards embedded in the USMCA Labour Chapter aim to frustrate the use of so-called “protection contracts” in Mexico – collective agreements negotiated undemocratically between companies and fake labour unions, without the approval of workers.

It is too early to tell how effective these new rules will be in growing Canada’s auto and parts production footprint. It is also not clear if these terms will discourage firms from relocating work to low-wage jurisdictions (and maintaining work in Canada). However, these provisions mark an unprecedented shift in the terms of auto trade.

Securing our trade relations with the United States

The threat of U.S.-imposed trade penalties on Canada hovered over the NAFTA talks like a dark cloud. The possibility that Canadian car and parts exports to the U.S. could be subject to national security tariffs (reportedly as high as 25%) was a clear and present danger to the future of Canada’s auto industry, and auto-dependent communities in Southern Ontario. Multiple studies projected an economic disaster scenario for Canada and Ontario, involving major production slowdowns, massive direct and indirect job losses, and uncertainty over future investment decisions.

It was imperative for Unifor that any trade deal struck include protections for Canada’s auto industry against any tariffs the U.S. may impose. Canada received this protection in the form of a side letter, exempting Canadian cars, trucks and parts exports to the U.S. from these potential tariffs.

Canadian exports of trucks will receive a full exemption from tariffs, whereas cars and parts will be exempt up to a pre-determined threshold. For parts, the threshold is set at \$32.4 billion USD per year and for passenger vehicles, the threshold is 2.6 million units.

To understand these figures, it is important to consider:

- The U.S. has not yet imposed tariffs on cars and parts, and still may not. This USMCA side letter serves as an “insurance policy” for Canada, in the event that tariffs are imposed;
- Should tariffs be imposed, the threshold for Canadian vehicle exports is set at a level far higher than Canada has ever exported to the U.S. in a single year (at peak production years in 1999, Canada exported slightly less than 2.2 million vehicles to the U.S. Today we export approximately 1.8 million);
- Similarly, the threshold for parts is far in excess of what Canada currently ships to the U.S.

A full and permanent exemption would have been the ideal scenario for Canada, but the terms of this side letter are sufficient to ensure that not only will no Canadian vehicle or part export be subject to tariffs, but that our industry can continue to grow (and capacity can expand) without fear or concern.

That said, a stronger and more vibrant auto industry won't just happen on its own. The terms of the USMCA are an improvement, not a total solution. We must be keenly aware that nothing in the USMCA guarantees our future. After years of steady growth, the North American auto industry is bracing for a slowdown – as the market cools and production levels decline. Our union has to remain vigilant in defending this critical industry, demanding a comprehensive jobs and industrial strategy designed to grow our production footprint, and to defend the interests of all autoworkers and auto communities in Canada.

Next steps

Signing the new USMCA trade pact would set in place radically different rules governing auto trade and other provisions – far different from the trade agreements Canada currently has in place. Our union has committed to building a fairer, more progressive and just model for trade – and that means overhauling not just auto rules, but all rules. The new USMCA contains provisions that should be applied in other trade deals.

However, there are other outcomes of the USMCA that are of major concern. For instance, new intellectual property rules threaten to drive up the cost of medicines for Canadians. Expanded import quotas for dairy products will create significant competitive challenges for farmers. Ongoing U.S. tariffs applied to Canadian steel and aluminum exports continue to harm workers and communities.

Unifor must continue its work, advocating for a radically different, progressive, just and development-centred trade model. Unifor must ensure that all workers benefit equally from trade. We can do this by advancing our national People's Trade campaign, by campaigning to stop bad trade agreements like the soon-to-be-introduced Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) and building bridges of active solidarity with our sisters and brothers in the United States, Mexico and elsewhere.



Comparing Current Financial State With The Past

WHILE EXAMINING THE LOCAL'S finances I find it useful and interesting to review and compare our current state of affairs with the past, while at the same time anticipating what the future will bring us.

Below is a comparison of the Local's previous active membership and financial state compared to the Local's

current active membership numbers and financial status.

As mentioned in my May **Oshaworker** article, 2019 should see the majority of our current members working full time and facing minimal layoffs, if any.

In 2019 we should start to see an increase in dues revenues coming to



Dale Millson

Unifor Local 222 Financial Secretary

our hall and with a continued eye on containing our expenses, we should see a surplus once again. 🍁

Unifor Local 222 Financial Overview And Forecast

	2004	2010	2015	2018 (forecast)
Local 222 Active Membership	14,064	7,373	7,143	5,784
GM Active Membership	11,284	4,314	3,364	2,066
Total Dues Dollars	\$11,761,037	\$5,571,954	\$5,452,973	\$3,912,627
Dues Dollars Available To Local (after per capita paid)	\$ 4,641,106	\$2,353,677	\$2,449,305	\$1,743,161
Year-End Surplus (Deficit)	\$ 120,788	(\$ 270,090)	\$ 204,761	(\$ 350,514)

Trade Unionism Vs Social Unionism

TRADE UNIONISM: A TRADE UNION IS AN ASSOCIATION of employees formed solely to regulate and improve wages, pensions, benefits, hours of work, employment security and working conditions, by collectively bargaining with their employer.

SOCIAL UNIONISM: Is a practice in contemporary trade unionism that also overlaps with community activism and social responsibility. They attempt to integrate working people and the labour movement into broader coalitions for social and economic justice. In principle, unions and other organizations support each other in mutually beneficial goals

In broader society, social unions like Unifor work to safeguard, protect and extend freedom, civil liberties, democracy and democratic trade unionism. They also work to ensure fair treatment, dignity and respect, regardless of race, sex, age, creed, colour, marital status, sexual orientation, gender identity, disability, religion, political affiliation, or place of origin.

It is important to ensure that a social union belongs to its members and is driven by their common objectives. Rank and file members need to have ample opportunities for democratic participation, education and mentorship. Once our

Brothers and Sisters begin to understand our union's ideologies they become open to the idea of belonging to a much greater thing, not just a contract for their contribution of dues.



Jesse Forbes

Unifor Local 222
Recording Secretary

By-Laws

Every Local Union was required to review their by-laws to ensure they fall in line with Unifor's Constitution and its values.

Your By-laws Committee worked hard to develop an inclusive set of by-laws that help guide our members in building a strong, progressive Local Union. Once approved by the membership the by-laws were sent to the National Union for review and have finally been approved and printed.

Our new by-laws can be accessed online at www.local222.ca, click on the By-laws link on the left margin, with copies available at the Unifor Local 222 Union Hall.

In Solidarity. 🍁



UNIFOR
Local222

Financial Report Covering The Month Of August, 2018

Total Receipts	\$421,666.57
Total Expenses	460,221.50
August Deficit	\$ (38,554.93)

Unifor Local 222 Balance Sheet as at August 31, 2018

ASSETS

Current Assets

Bank	262,000.52
GIC's	3,416,371.29
Accounts receivables	579,795.60
Prepaid expenses	26,049.98
Future pension benefit	368,100.00
Total Current Assets	4,652,317.39

Fixed Assets

Land	615,195.00
Buildings	1,774,153.20
Total: Fixed Assets	2,389,348.20
TOTAL ASSETS	\$7,041,665.59

LIABILITIES

Current Liabilities

Accounts Payables	636,937.75
Accrued Liabilities	29,471.57
Charitable Deductions	1,116.00
Skilled Trades Dues Payable	8,741.31
Retired Members' Fund	94,502.39
Obligation for post-employment benefits	2,077,500.00
Total Current Liabilities	2,848,269.02
TOTAL LIABILITIES	\$2,848,269.02

EQUITY

NET ASSETS

Net Assets	4,354,270.64
Surplus (Deficit)	(160,874.07)
TOTAL NET ASSETS	4,193,396.57
TOTAL EQUITY	\$4,193,396.57
TOTAL LIABILITIES AND EQUITY	\$7,041,665.59

Unifor Local 222 Income Statement for August 2018

REVENUE

Income

Membership Dues	385,123.92
Initiations	1,010.00
Hall Maintenance	2,533.25
Staff Wages Recoveries	26,649.40
Rent	6,350.00

TOTAL REVENUE **\$421,666.57**

EXPENSES

Office And Building

Employee Salaries	126,620.20
UI Expense	1,338.31
CPP Expense	2,956.73
WSIB Expense	1,002.18
EHT Expense	2,783.97
Other Benefits	14,688.92
Insurance	1,681.20
Amortization	4,980.17
Building Maintenance	12,961.84
Realty Taxes	5,525.00
Telephone	1,971.63
Office Supplies and General Expenses	6,659.85
Officers' Expenses	2,857.71
Payroll services and bank charges	489.80
Professional	4,654.30

Total Office and Building **191,171.81**

Organizational

Per Capita - Durham Labour Council	1,200.00
Per Capita - Unifor Assessment	208,000.00
Per Capita - GM Intra-Corp	400.00
Per Capita - Unifor Council	3,300.00
Lost Time: Wages and Benefits	35,734.71
Lost Time Expenses M & E & H	13,418.87
Lost Time Expenses Hotels	4,813.71
Education	1,675.62
Oshaworker - Postage	6.78
Retired Member's Donation	(1,000.00)
Welfare and Donations	1,500.00

Total Organizational **269,049.69**

TOTAL EXPENSES **\$460,221.50**

(Deficit) for the month **(\$38,554.93)**



Check out Local 222's award-winning website at:

www.local222.ca

USMCA Deal Now Done

WE HAVE ALL BEEN ANXIOUSLY WAITING TO SEE HOW THE new trade agreement would play out as the threat of tariffs were being put on the cars and trucks we build in Canada.

A new agreement was reached just hours before the deadline that we now know as the United States-Mexico-Canada Agreement (USMCA). With the new deal, cars and trucks must have 75 per cent of their components manufactured in Mexico, the U.S. and Canada to qualify for zero tariffs. This is an increase from 62.5 per cent in the original NAFTA.

This should increase auto parts manufacturing in North America by forcing auto companies to use parts made here instead of cheaper parts from Asia. Hopefully with this agreement in place, it will clear a path for GM to allocate new products to the Oshawa assembly plants.

On Sept. 23, Lear finally hired eight TPT employees as full-time employees. They will have to successfully complete their 60

days probation to become seniority employees. This is a small step forward. As a committee, we pressure the company constantly to hire more fulltime people as we continue to struggle to cover jobs and LOAs from day to day.

I want to thank all Lear members who supported the food bank drive. It is always important to recognize the less fortunate in the world. Your generosity brought our total cash donation to Simcoe Hall Settlement House to \$1,444.

Dave MacDonald and myself met with the company for some initial discussion regarding our defined contribution pension. When we have more information on this we will pass it on to the membership.

I can always be reached at trichards@lear.com or 905-432-8343. ♣



Todd Richards
Lear Whitby Chairperson

Concern Over Escalating Workplace Violence

YOUR UNIFOR COMMITTEE AND management have been in ongoing meetings over concerns of escalating violence against drivers.

We have discussed cameras being installed on all buses, including specialized and non-revenue vehicles. Management said they will all be equipped with cameras by the end of this year.

Early in the new year there will be a media push to make the public aware of the cameras as well as more advertising on the buses making the public aware of Bill-221 and the right to a safe work environment for the drivers.

Your committee and management have also talked about and will discuss the implementation of a court advocacy group. It is intended to assist and sup-

port operators who are victims or who witness violence while on duty. The program is voluntary and will connect interested operators with a representative from the Region's Legal Services Division who will act as a liaison between the police and the Crown. They will help assist operators to prepare for court; track the case through the courts; and give the operators feedback. They will also attend court with the operators when required. They will also have the ability to discuss with the Crown Bill-221 which requires the court to consider the fact that the victim of an assault is a public transit operator to be an aggravating circumstance for the purpose of sentencing. This will also potentially restrict the assailant's ability to board our buses.

There will be a study conducted by



Ian Sinnott
Durham Region Transit Chairperson

a number of area transit systems over the next year on the different types of shields that are out there. Once that study is completed your committee and management will discuss the viability of implementing them.

Verbal abuse should be treated the same way as verbal assault or physical assault because over time, it can have a negative affect on your health. If you are subjected to verbal abuse while working make sure you report it and fill out an incident report.

In Solidarity. ♣

Armada Accident Investigation Procedure

IT HAS COME TO THE ARMADA UNION COMMITTEE'S attention that during the first two weeks in September, there were three accidents. Unfortunately, the supervisors failed in their responsibility under the Occupational Health & Safety Act to all our injured members.

It appears that the incident reports were not completed on time and also done without any of our health and safety representatives present. Also, the supervisor never gave a copy of the investigation report to the injured member or a copy to the union.

In case of injury or illness at work, remember these four steps:

1. Get medical help. See a supervisor or health and safety rep. The employer is responsible for providing first aid and to cover any cost for transportation for treatment.

2. Document. Tell the supervisor and request or demand

ARMADA ACCIDENT INVESTIGATION PROCEDURE
continues on page 11



Ron Clark
Armada Toolworks Chairperson

Company Has Committed To Hiring Some Casual Employees Full Time

I HOPE EVERYONE HAD A SAFE AND RELAXING THANKS-giving long weekend. With the cold and wet weather approaching please be safe and drive according to conditions.

We started sequencing door pads and mirrors on Oct. 9 and it seems to be going well. Thank you to all involved for the setup of the work stations and your hard work making this a successful launch. Hopefully we can acquire more new work in the future.

It's good to see that the United States, Canada and Mexico have worked together to reach an agreement in principle called the United-States-Mexico-Canada Agreement (USMCA), which is vital to the success of the North American auto industry.

The company continues to hold interviews for new casuals and has committed to hiring some full time. As of writing this article we currently have 19 casual employees in total. I have approached the company about certain jobs that seem to be under-staffed to reassess the workload and find a suitable solution.

It looks like the overtime is slowing down slightly so enjoy your downtime, as we all need it. If anyone has any questions or concerns please see your reps or myself.

In Solidarity.🍁



Mike Dewell

syncron
Supplier Park
Chairperson

AGS Members Reminded To Inform Health Professionals Of New Benefits Provider

I NEVER THOUGHT I'D BE SAYING this, but it's great to be able to welcome all the new TPTs.

In our August union/management meeting we were informed things would be slowing down after Labour Day weekend. Due to unforeseen circumstances, such as steel issues as well as other quality concerns, the company has been forced to increase production in order to meet customer demand. With not enough employees willing to work overtime and the student program ending on Sept. 15, the company had no other choice but to take on more TPTs.

This process is becoming increasingly difficult for the company, due to

low interest in low-paying factory jobs. After reaching out to the Unifor Local 222 Union Hall to help find people to fill these positions, I was made aware there are other units within our Local experiencing the same difficulties.

There are some concerns on the shop floor about the biased hiring practices which we have repeatedly brought to the attention of Human Resources.

Personally, myself, if I wanted someone hired, I would ask someone in management's favour to attach their name to the resume and pretend I didn't know the person, just to avoid having a target on their back.

As much as HR likes to believe



Bob Bryant

AGS Automotive Chairperson

they're in charge of hiring, if someone in management wants someone in, they're in.

There have been a considerable number of issues with payroll as of late, due to ongoing issues with the hand scanners. With employees randomly clocking in and signing out or

**AGS MEMBERS REMINDED
TO INFORM HEALTH PROFESSIONALS
OF NEW BENEFITS PROVIDER**
continues on page 12

Armada Accident Investigation Procedure

Continued From Page 10

that a health and safety union rep be present during any investigation.

3. Report to WSIB. Employers must inform WSIB of an injury within three days. All workers must receive a copy of Form 6 that is submitted to WSIB.

4. Work Together. Remember that we all work together with our employer to help you recover and return to work safely and at the right time.

If you feel that you have been wronged during an accident investigation or the company hasn't fulfilled their obligations to you, inform any of our in-plant stewards. You also have the right to call WSIB yourself for any of your concerns. The WSIB number is 1-800-387-0750.

Please remember to work safely and be aware of any potential hazards in your work area. Most importantly, ensure we all go home to our families at the end of each day.

In Solidarity.🍁

Same Company Drug And Alcohol Policy Will Continue To Be Enforced

OUR EMPLOYER CONTINUES TO ACT IN A UNILATERAL manner, resulting in what we believe to be an intentional circumvention of your negotiated rights. Issues our members face when they are trying to use negotiated disability benefits also continues to be a big issue. This will be a hot topic when it comes to negotiations.

While on the topic of disability I would like to remind everyone that you should never share private or personal injury/illness medical information with anyone other than your treating physicians/healthcare professionals. Not only our employer, but no employer should be asking for your specific diagnosis.

As marijuana has now been legalized in Canada, our employer has said it is still going to enforce their current drug and alcohol policy as they have been in the past, which means if the company believes they have reasonable cause to ask you to submit to a drug and alcohol test and that result is a positive test result, you will be removed from the facility by the employer.

As you may or may not be aware, marijuana has been said to be traceable in the human body for approximately up to 30 days. Many people can attest that marijuana does not cause you to be under the influence or impaired for days, weeks

or months at a time after its use, as some of the employers are advocating. Some are basing this information off of what one company-friendly, "Looney Tunes" doctor has said. We believe a more reasonable approach would've been to follow the same guidelines set out by Health Canada. Through all of this your union committee and Unifor have both made it clear that employers do not have the right to police off-duty conduct. One thing is for sure, these are interesting times!

Lastly, at the time of this article being written, no legislation had been tabled as yet by our premier of Ontario, Doug Ford. It is expected and he has made it clear that there will be an attack on workers and workers' rights currently legislated under Bill 148, Better Jobs Act 2017 and possibly beyond. Dirtbag Doug's slogan is "for the people" but he has made it clear that those people he speaks of are the people of big business. It is Believed that Galen has had an impact on Doug's direction and may be a driving force behind the attack on workers and their rights. Shame!

In Solidarity.🍁



Shayne Fields

Logistics In Motion
Chairperson

AGS Members Reminded To Inform Health Professionals Of New Benefits Provider

Continued From Page 11

vice versa, it leaves too much room for error when it comes to doing payroll. If you want your pay to be consistent, be sure to only use the hand scanners. If you have a problem with the scanner not reading properly, see Kristyn in HR and she can help you.

If you leave the plant on your break or lunch be sure to scan in and out. The company has stated that they are going to dock employees who fail to do so. This practice is unfair as the employee is docked at premium time if they have worked overtime through the week.

The company uses the lame excuse that if there was ever an emergency and the building had to be evacuated, they need to know who's in the build-

ing. This is obviously BS, as we watch management continuously walk in and out all day doing their Timmy's run without clocking or signing out. It's an obvious money grab and nothing more. This item will be added to the ever-increasing "to be dealt with" list for our next contract.

With the recent legalization of marijuana, be very aware the company will not tolerate any use on the premises or anyone under the influence in the workplace. Also know there are cameras on the outside of the building that are quite capable of zooming in on people outside the building as well as in the parking lots.

To our newer employees, please be wary of management's tactic of trying

to intimidate you into revealing certain behaviours of fellow employees. This will only serve to alienate you from your co-workers and nothing more. If anyone in management puts you in this position with vague threats as to your future employment, either ask for a steward or at least be sure to bring it to the attention of a union rep. Believe me this is highly conceivable.

If anyone is unaware, we have transferred to a new group benefits provider for health and dental as of Nov. 1. Make sure you inform your dental office and pharmacy to avoid any complications. Our new provider is Healthsource Plus.

If anyone has any questions or concerns, you can visit the union office between 11 a.m. and 3 p.m. I can be reached at 905-571-2121 ext. 6402, Greg Davies ext. 6401, Mark Bray ext. 6404, Bill Goswell our JHSC co-chair ext. 6469 and Wally Skirrow our substance abuse rep ext. 6400.

In Solidarity.🍁

CEVA Is A Federally Regulated Workplace

WE HAVE HEARD FOR ALMOST NINE YEARS WE ARE federally regulated, usually as a cop out for management to get away with something. Well I have filed a couple of grievances in regards to federal laws as well. This to benefit you the members.

First one which we have won is the fact that the attendance policy has broken the law for the last nine years.

Them asking you to get a doctor's note the first day you are ill or injured is totally not what the law states. You have 15 days to provide a doctor's note for any illness or injury as long as it covers you for any and all days off. This said you do not have to go to the doctor's the first day you are sick you may go up to 15 days after as long as any note you get from the doctor covers your actual days off.

Second one is the fact that we being federal are entitled to nine statutory holidays every year. In our collective agreement we only have eight listed, with no other day to replace the ninth day.

I filed the grievance on the premise that Remembrance Day is a federally-regulated holiday and as such we should be paid accordingly at the rate of time and a half plus the day's pay when we work it.

I have asked in the grievance that we receive time and a half pay for every Remembrance Day anyone has worked in the last eight years. This includes those who have quit, been fired, or lost their callback rights due to being off more than two years.

This grievance has been discussed at third step and will now go to arbitration if the company refuses to pay what we are owed legally. This was only due to the fact this company

did not want to pay anyone more than straight time for all non-stat holidays.

Thirdly I have filed numerous grievances on our pay and all the screwups we have had lately with it.

Our contract states anything over four hours that is of no fault of the employee will be paid by next day courier to you. No more waiting a week for your money we want it right away. Now the bank charges you for the money transfers they have been doing, so if you received or receive any charge including bounced cheques be sure to bring in a copy from your bank so you will be reimbursed right away. Do not let their mistake make you lose your money to your bank.

Fourth one was a grievance on us having over 150 workers on shift and straight days.

This allowed us another rep which we have called co-chair for the union. Congrats to Christine Summers who was elected by your committee to fill this role. We have appointed Ray Driscoll as the Building B union rep. Christine will help out in Buildings B C and D in a capacity that helps the entire membership with extra help.

Lastly I want everyone to know that no matter what a supervisor tells you, your committee is getting grievances paid, at least half of what people are owed due to any management mistake regarding our collective agreement. So please, if you feel that they are breaking our contract, contact your union rep as soon as possible to file a grievance.

In Solidarity.🍁



Keith Poulin

CEVA Logistics
Supplier Park
Chairperson

New Job Stresses Do Not Override Safety For CEVA Members

NEW JOBS, NEW BUILDINGS, NEW areas, new workmates, new supervisors, new equipment and new job tasks are enough to stress anyone out. This does not include production speed limits.

The Joint Health & Safety Committee is overwhelmed with the amount of safety observations that need to be addressed in the new areas in a timely manner.

However, do not let anybody tell you production will supercede safety on anything that you deem a safety hazard. Please find your shift Health and Safety rep for your building and express your concerns.

Always work at a safe speed no matter how stressed you are. This way you can go home safe at the end of the day.

Nothing is more important than that.

Please make sure you know your designated evacuation and shelter areas in your new buildings. Ask your supervisor if you do not know, and quickest way to get there by green lines.

Ordered new risers for D- Building and the Axle Cell is still brutal on employees designated to that cell. Need fans in all areas and hopefully a curtain to contain smell down by C-ZZ.



Scott Arbuckle

CEVA Logistics Supplier Park
Health & Safety Chairperson

Cardboard containers on cardboard skids on trucks are still unstable. Do not try to go into trailer off your lift, get your supervisor and H&S rep. This needs to be addressed and this is how we do it.

I can be reached at 905-571-1706 ext. 258 or cell 289-688-5354.

Stay Safe.🍁

Active Retirees Chapter Welcomes New Participants

BY THE TIME YOU ARE READING THIS, ALL our activities are welcoming new and returning participants, the golf leagues are done and our Health and Wellness Fair will have taken place. Also, on the same day as the Health & Wellness Fair, we had a bus going to Toronto for a big rally on healthcare.

Our dances are up and running again and in Sister Wendy Rolfe's article in this **Oshaworker**, you'll see the details of ticket sales for any remaining tickets for the Christmas Dinner Dance.

Thanks to all who attend our events and I would like to encourage others to attend our Membership meetings and programs. ♣



Les MacDonald

Unifor Local 222
Retirees' Chapter
Chairperson

Any Remaining Retiree Christmas Dance Tickets On Sale Dec. 4

OUR POOL TOURNAMENT WILL BE HELD Nov. 14. The sign-up sheets for the pool tournaments are always on the bulletin board in the retirees lounge.

The next dance will be Nov. 16 starting at 8 p.m. with DJ John Anderson. We encourage new retirees to come out and join us. For individual dance tickets, they can be purchased at the reception desk at the Unifor Local 222 Union Hall for \$10 each, right up to 4 p.m. on the Wednesday before the dance.

On Dec. 4 at 11 a.m. we will be selling any Christmas Dinner/Dance tickets we have left for \$20 each. There will be a limited amount available. ♣



Wendy Rolfe

Unifor Local 222
Retirees' Chapter
Secretary

Retirees PAC Encouraging Fightback Of Provincial Threats To Legislation

WITH ALL THE CUTBACKS THAT PREMIER Doug Ford is planning to do, we are going to go backwards instead of forward. His position on climate change is dangerous to our future. And instead of worrying about making cuts to healthcare, we need more money inserted into healthcare to fix the problems like wait times.

He did not make too many promises before the election but one promise he made that he has not fulfilled in his first

100 days is dropping the price of gas at the pumps by 10 cents.

Ford has said that he is the Premier for the people, but so far all I see is that he is for big business, like the oil companies. If he was hired by the people, he would let the minimum wage increase to \$15 and by doing this increase the spending power of a lot of low-income families in the community. This would help out small businesses because they would spend their money there.



Lance Livingstone

Unifor Local 222 Retirees' Chapter
Member-At-Large
Unifor Local 222 Retirees' Chapter
Political Action Committee
Chairperson

We, as a Union, have to be worried about his attacks on unions. We have to be prepared to fight for the people who do not have unions to help them have a better life. ♣

NOTICE TO GM MEMBERS ACTIVE AND RETIRED

**Green Shield
is the carrier
for all benefits.**

**Your current
Green Shield number
is valid.**

**Green Shield
can be reached
at 1-888-711-1119
or www.greenshield.ca.**

We Shall Remember

It is with great sadness that we announce the passing of the following members:

Janet L. Burnett	GM Active	Newcastle	Oct. 3, 2018
Colin B. Glenister	GM Retiree	Oshawa	Sept. 7, 2018
Andrew F. Gomes	GM Retiree	Oshawa	Sept. 23, 2018
Cecil G. Henderson	GM Retiree	Oshawa	Sept. 21, 2018
Harley Jackson	Duplicate Retiree	Nestleton	Oct. 6, 2018
Paul D. McGee	GM Retiree	Oshawa	Sept. 25, 2018
Douglas C. Noble	GM Retiree	Newcastle	Sept. 24, 2018
Milford A. Reid	GM Retiree	Cobourg	Sept. 24, 2018
Robert Strojwons	GM Retiree	Oshawa	Sept. 13, 2018
Theodorus L. Welter	GM Retiree	Newcastle	Sept. 26, 2018
Donald Wilkinson	GM Retiree	Oshawa	Sept. 23, 2018
Woods, Gordon R.	Woodbridge Foam Active	Bowmanville	Oct. 8, 2018

Please note that names appear in the We Shall Remember column only upon direct notification to Unifor Local 222 with a death certificate.



Unifor Family Auxiliary #27 members participating in the dining out at Swiss Chalet on October 2.

Social Outings New To Auxiliary's Fall Agenda

OUR AUXILIARY ENJOYED OUR first social outing on Oct. 2 when 26 members participated in the dining out at the Swiss Chalet on King St. East. This location is ideal for large groups and it was an opportunity for everyone to share stories of their families, especially the grandchildren and great-grandchildren.

For our Auxiliary members, we have booked for 35 to enjoy the musical *The Addams Family* at Oshawa Little Theatre on Russet Ave. on Nov. 29 at 8 p.m. Thank you to Sister Pam Cannons who convened this outing, let her know if you're interested.

We will be making plans for a spring event, if you have suggestions please share them.

Thank you to Sister Carrie Rotterman



Jackie Finn

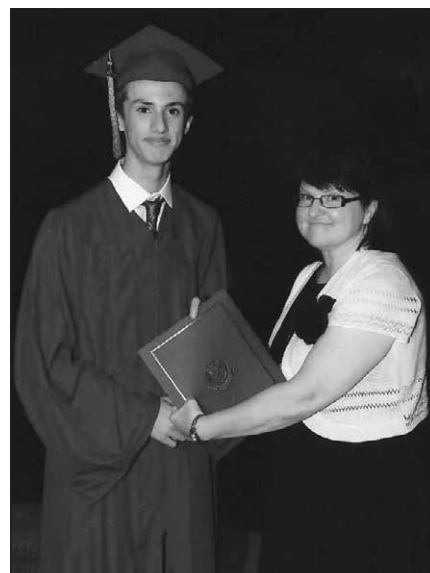
Unifor Family Auxiliary #27
President

who presented our bursary award at Monsignor Paul Dwyer Catholic School.

Recent donations were made to Gate 3:16 re: Food Fancy, \$100; and the AWCCU Financial Angel Tree, \$500 to purchase toys to be donated through the Salvation Army.

The Auxiliary Christmas Party will be on Dec. 18 at 5 p.m. at the Unifor Local 222 Union Hall.

Hope to see you at our next business meetings of Nov. 20 and Dec. 4, both at 7 p.m. 🍁



Sister Carrie Rotterman presenting a bursary award to Tyler French.

Union Visits

For those in Lakeridge Health Oshawa only: Anyone wishing a visit by the Retirees' Sick & Visiting Committee should call the Union Hall at 905-723-1187.

This applies to both active and retired members of Unifor Local 222.

GM Skilled Trades Able To Pick Up Additional Work

A NEW MOU WAS PUT TOGETHER

to allow up to four T&D to supplement IMMs in Truck GA on two-and-two on a six-month trial. Three T&D signed up for this. The IMM workload with our traditional line repair work, project work, engineering changes and work we have taken back from contractors has had most IMMs offered seven days a week for months. These three T&D will allow us to take on other work that would have been contracted out. These T&D will be first in line for IMM overtime after all IMMs plant-wide have been offered.

Moving these T&D to supplement IMMs would leave the impression that we are short IMMs, and that impression would be correct. At ratification in 2016 we had numerous Trades on layoff but got the commitment of full

Trades employment. This commitment was based on the expected two shifts of production in Flex and two in Truck. In August 2017 we got all the Trades back from layoff and at that time had 375 Trades. We currently have 330 Trades but are still above the correct number based on three production shifts; however the mix between trade classifications is incorrect. When we get to the correct number of total Trades we would not be looking at this type of supplementation but instead hiring apprentices.

At the same time we changed the overtime supplementation sign-up sheets to make it easier to sign up, and for the Electrical and T&D supplementation sheets, an additional box was added to allow these Trades to indicate if they want to supplement



Bill Dickson

Skilled Trades
Chairperson

IMMs. Remember, without signing the supplementation sheets you are bypassed for being asked for overtime outside your home department and are charged. Signing up does not commit you to work, it just ensures you are asked for all overtime available from other departments.

If you need to reach me, my office number is 905-644-3262 or email bill.dickson@gm.com. For third shift, I am usually in by 5-5:30 a.m. should you wish to speak directly with me. 🍁

GM Policy Remains No Use Of Cannabis Or Alcohol On All Premises

RECENTLY, IN DISTRICT #7 WE HAVE NEW HIRES, AS well as people moving into the area on job postings. All of the reps from District #7 would like to welcome all new members and new hires to the district.

The plant-wide Job Posting Agreement allows members to move up to 10 times during the life of the Collective Agreement. Reminder, you must take the job if you are the highest seniority on the posting. You are allowed to remove your name from the posting, but this must be done prior to the posting removal date. Postings can be viewed online at gmshawa.ca (click on employee).

On Oct. 17 recreational cannabis use became legal in Canada. General Motors policy is that employees must not be under the influence of alcohol or cannabis while at work. The use of cannabis or alcohol is prohibited in the workplace or on any GM Canada premises.

If you are sick or injured and are absent from work for more than five working days, you must provide medical documentation or a doctor's note to the company by the fifth day of being off work. If you send S&A forms to Sun Life, you still need to provide documentation to the company. If you are off of work for 30 days or more you must clear through medical prior to the start of your shift. If you are off for more than six months you must make an appointment with the

company doctor prior to the start of your shift and have him clear you to return to work.

Presently there are no down weeks scheduled for Flex, with three Saturdays being scheduled in November. Truck remains steady with two Saturdays scheduled for November.

We were able to secure two new jobs (one per shift) in Dept. 53 material truck. Thanks goes out to Greg Moffatt for helping us secure these new jobs.

Now that NAFTA has been re-negotiated and the new USMCA trade deal has been agreed to, hopefully, we will be able to secure a better future for the Oshawa assembly plants. Our members have worked hard and have proven that we can build the best cars and trucks and deserve new product.

Congratulations to Bob Peplinski with 34 years and Nick Flamminio with 37 years on their recent retirements. Best wishes for a long and healthy retirement to both of you.

As always I can be reached at 905-644-4540 or by email at mark.sheahan@gm.com.

In Solidarity. 🍁



Mark Sheahan

District #7
Committeeperson

Cannabis Falls Under GM Drug And Alcohol Policy Even After Oct. 17

AT THE PRESENT TIME SALES REMAIN STRONG FOR both the Flex line and the Truck line products.

Flex is scheduled to work overtime on Nov. 3, Nov. 17 and Nov. 24. Truck has overtime scheduled for Nov. 3 day shift and Nov. 17 day and afternoon shifts.

Cannabis: What You Need To Know

As of Oct. 17, 2018, the use of recreational cannabis became legal in Canada. General Motors has a strong Drug and Alcohol policy in its facilities that reads:

"Employees must not be under the influence of Alcohol or Drugs (cannabis) at work. The use, possession, sale or offering the sale of Cannabis or Alcohol is strictly prohibited in any of the General Motors workplaces or on General Motor's property.

Designated smoking areas on General Motors premises are private property and therefore employees are prohibited from smoking Cannabis on company property.

Any employee who violates General Motors Alcohol or Drug policy, or reports to work under the influence will be deemed in an unsafe condition and will be subject to disciplinary action."

In a nutshell, leave the partying at home so everyone can leave the plant at the end of their shift and return home safely to their families.

I can be reached in the office at 905-644-4694 or by email at paul.a.wheeler@gm.com.

In Solidarity.🍁



Paul Wheeler
District #6
Committeeperson

Thanks For Patience With Ergonomics And Standards Issues In Body

WITH THE COLD WEATHER HERE, take extra precautions on your daily commutes. Roads are slippery with the snow and especially the black ice we cannot see. Give yourself a little extra time to get to your destination and make sure your fluids are topped up.

We have had several issues in the Body Shop concerning standards and ergonomic issues with some of our jobs. We have had both the Company and Union reps out to look and validate that these jobs are within the specs. Sometimes these issues take a little time to get looked at but there is

only one standard and one ergo rep. These guys have always responded when called and with the huge facility we have, it may take a few days. We have been successful in getting some work moved off jobs and as always this work gets moved elsewhere. If you feel your job is overloaded or is hurting you in some way, don't hesitate to call your committeeperson.

Stamping is still an issue, trying to sort the jobs out and the amount of people required per shift. We have an issue on Shift #2 with the number of material drivers which we have told the



Kevin Campbell
District #2 Committeeperson

Company to cover using double shift overtime until it gets worked out.

Several members have left Stamping to go to other areas of the plant and we want to wish them all the best.

I can be contacted at 905-644-3172 or by email kevin.f.campbell@gm.com.🍁

IMPORTANT PHONE NUMBERS

Unifor Local 222 Union Hall	905-723-1187 / 1-800-465-5458
Unifor Dental Centre	905-579-8730
Unifor Legal Services Plan	905-433-4242 / 1-800-387-6592
Unifor Local 222/TD Group Home & Auto Insurance	1-866-296-0888
Unifor Group Home & Auto Insurance	1-877-229-4677
GM Canada Benefits Centre	1-877-442-4625
Green Shield Canada	1-888-711-1119

Serious Ramifications To Breaking GM's Social Media Policy

Social Media

I WANT TO START OFF BY REVISITING MY LAST *OSHA-worker* article about social media.

The Company is taking violations of its Social Media Policy very seriously. We now live in an era where it is so easy to post pictures, selfies or comments and articles within seconds online. Be cautious when posting anything about our workplace. The Company has been digging their heels in on this and the penalties have been severe.

Specifically regarding cell phones, the Company has made the union aware that they will be cracking down on cell phone use. They have issues with members on their cell phones during

the build process. Just a word of warning.



Dave Greenwood
District #4
Committeeperson

New Hires

On Oct. 1 the Company hired 24 new hires from our TPT program. The Company has fulfilled their obligation from bargaining on offering full-time work to all TPTs who were working prior to negotiations. Once the dust settles and these 24 members are on jobs, we will see how many open ULOCs we have and will approach the Company for more hiring if required.

As always I can be reached in office at 905-744-4010 or by email david.greenwood@gm.com.

In Solidarity. 🍁

Photo by Derek Spence



International Day Of Older Persons

Pictured at left, the Day of Older Persons flag is hoisted at the Union Hall.

In the middle picture, members surround the tree planted in memory of Local 222 activist Bev McCloskey.

Bottom photo, retirees gather around the bird feeder erected in honour of Local 222 Retirees' Chapter past president John Redko.



GM Pension Plans Update

WE WANTED TO TAKE THIS OPPORTUNITY TO UPDATE our GM members on the Defined Benefit and Defined Contribution pension plans.

The Ontario Pension Benefits Act requires an actuarial valuation as part of the requirements to provide benefit security for our members in the defined pension plan. This evaluation is based upon numbers as of December 31, 2017. The Pension Act states two types of funding valuations must be undertaken:

1. Going concern valuation – assumes the plants continue indefinitely

2. Solvency valuation – assumes the plan is terminated and all benefits were settled on the valuation date.

The going concern is funding at 101.3 per cent. This shows that our pensions are in great shape provided we continue to produce vehicles. The solvency valuation is currently funded at 90.4 per cent. This is also an excellent valuation.

This is a great improvement from where it was in 2008.

We strongly recommend the Defined Contribution Plan members (these are our members who were hired in 2016 and more recently hired to full time from the TPT pool) attend an update/information meeting, being presented by Great West Life. This will be in the Chassis Training Centre, on Nov. 22 from 2:15 to 3:15 p.m. for those on afternoons, and on Nov. 23 from 2:45 to 3:45 p.m. for those on days. No registration is required, just show up.

Points to be discussed include:

- options within the Defined Contribution Plan
- how to review the amount of your individual investments



Glen Grill
Pension
Representative



Tim Bailey
Alternate Pension
Representative

Detailing Some Basic E.I. Maternity/Paternity Leave Information

WE HAVE HAD A steady increase in calls over the last few months for Maternity/Parental leaves, which of course is good to see. Here is breakdown of weeks for each leave.

Maternity: Only the biological mother is entitled to collect this benefit. A maximum of 15 weeks E.I. is payable. Add a one-week waiting period for a total of 16 weeks leave. This leave can start as early as 12 weeks before the expected due date.

Parental: Both parents can apply for this benefit but the weeks must be shared. There are two options.

The first is known as "Standard parental benefits" which is a maximum of 35 weeks payable.

The second option is called "Extended parental benefits" which as the title suggests, extends the benefit period out to a maximum of 61 weeks. However, the weekly rate is reduced, so that the total benefit paid over 61 weeks is no more than the total benefit you would receive with the standard 35 weeks. You must make your choice at the beginning of the leave. Both parents must choose the same option.



Tim Corrigan
SUB
Representative



Tim Rankine
SUB
Representative

**DETAILING SOME BASIC E.I.
MATERNITY/PATERNITY LEAVE INFORMATION**
continues on page 20

Service Canada Programs Need Banking Info

We're happy to help our members who are coming to see us at the Unifor Local 222 Union Hall to sign up for Canada Pension Plan and Old Age Security. Please make sure you bring your banking information/direct deposit form or a void cheque with you, since all payments are made by direct deposit now. Having this information when you come in will save you an extra trip home or to the bank.

If you need us, Glen can be reached at 905-644-3642 or email glen.grill@gm.com and Tim is at 905-644-6342 or email tim.bailey@gm.com.

In Solidarity.🍁

Unifor Local 222 Retirees

Our Best Wishes go out to the latest group of Unifor Local 222 retirees. Good luck to each and every one of you. We wish you all the best in your future endeavours.

Name	Unit And Department	Years of Service	Retirement Date
Brian J. Beaton	GM/18	31.8	Nov. 2018
Cindy A. Burton	GM/30	30.3	Nov. 2018

GM Members need to be aware that when you use the online retirement process, the Union is not copied by the GM Canada Benefits Centre. The Union is not aware you have retired. Without a copy of your papers, the Local is unable to provide documentation support to yourself or your family in the future.

Now Is The Season To Apply For GM Dependent Tuition Refunds

■ Who Is Eligible?

All regular active hourly GM employees and employees on a leave of absence who are receiving 100 per cent GM paid benefits are eligible. Effective September 2002 retirees and surviving spouses who are receiving 100 per cent GM paid benefits are also eligible.

■ Which dependents are eligible?

All dependent children covered by the employee's medical benefits are eligible. These are generally unmarried natural children, stepchildren, adopted children, children by legal guardianship and children for whom the employee has legal responsibility.

■ Can my spouse apply?

No. Only dependent children as defined for health care benefits are eligible.

■ Can my dependent file an application through both eligible employees?

Yes. GM employees may coordinate claims. Both employees must submit a receipt showing the total proof of payment.

■ Does this apply to retirees?

Yes. Retirees and surviving spouses who are receiving 100 per cent GM paid benefits are eligible.

■ What type of course is eligible?

Courses leading to post-secondary diplomas, undergraduate, graduate or post graduate degrees from accredited institutions are eligible.

■ Is there a limit on tuition or courses?

Yes. The annual maximum is \$1,300 per eligible dependent.

■ Are books, locker fees or other expenses covered?

No. Fees covered are tuition and compulsory fees that are charged to all students.

■ Are there any deadlines for the program?

Yes. Retroactive applications will not be accepted after March 31 of the year following the calendar year for which you are applying.

■ How many times can I apply within the year?

Separate applications can be submitted throughout the year up to the annual maximum entitlement.

■ How will I receive my payment?

Reimbursement is made through the eligible employee's payroll. Retirees will receive a cheque from the GM Canada Benefits Centre.

■ Will the payment be taxed?

Yes. Under Canada Revenue guidelines, these tuition payments are taxable as income to the student. A T4A will be issued in the student's name by the GM Canada Benefits Centre no later than the end of February of the year following payment of the claim. Note: The student's SIN is a requirement of the Canada Revenue Agency for the purpose of T4A generation.

■ What documents are required when submitting applications?

An original receipt or a photocopy of the receipt certified by your supervisor is required to process the application.

■ What happens if my dependent's school



Barry Grills

GM Insurance Representative & Executive Board Trustee



Don Thompson

Service Representative & Executive Board 1st Vice President



Rob Romano

Service Representative



Mike Rafuse

Service Representative

year runs from September 2018 to May 2019?

Along with the receipt, a letter from the educational institution stating that the fees paid in 2018 also apply to 2019 school year is required.

■ *Can I apply for reimbursement if the course was paid in 2018 but applies to 2019?*

Yes. Once again, a letter from the school would be required along with the receipt and application.

■ *Can I apply for reimbursement if my dependent is using student loans for financial assistance?*

Yes. Attach receipt and application for the student loan to your Tuition Assistance for Dependent Children application.

■ *How do I get Tuition Assistance for Dependent Children application forms?*

Call the GM Canada Benefits Centre for an application package at 1-877-442-4625. You must have a PIN and ID to activate this service. You can also request the forms online using your user ID and password at www.gmclbenefits.com.

In Solidarity. 🍁

Detailing Some Basic E.I. Maternity/Paternity Leave Information

Continued From Page 19

This is just a basic overview of these benefits. Therefore, for those requiring or contemplating these benefits, please put a request in through your supervisor for us to come see you.

As always, if you are returning to work after being off on

S&A, you may be entitled to use the last week of your claim towards an E.I. waiting period. It is extremely important due to the brief time limit, that you apply ASAP.

Therefore, put a call in for us to come see you as soon as you return. Make sure you keep/have a copy of your S&A papers with you as they need to accompany your application.

If you have any questions or require any assistance please contact us directly at;

Tim Corrigan 905-644-7839 or by email timothy.corrigan@gm.com.

Tim Rankine 905-644-1541 or by email timothy.rankine@gm.com. 🍁



unifor
Local222

COMMUNITY PAGE

OSHAWA PERMANENT BLOOD DONOR CLINIC

Approximately every minute of every day, someone in Canada needs blood.

In fact, according to a recent poll, 52 per cent of Canadians say they, or a family member, have needed blood or blood products for surgery or for medical treatment.

There is a Permanent Blood Donor Clinic in Oshawa, located at 1300 Harmony Road North.

**Please call 1-888-2-DONATE
(1-888-236-6283)**

**to book an appointment.
Walk-ins also welcome.**



Canadian Blood Services
it's in you to give

OSHAWA CLINIC HOURS

Monday, Tuesday	3 p.m. – 7 p.m.
Wednesday	10 a.m. – 2 p.m.
Thursday	4 p.m. – 8 p.m.
Friday	9 a.m. – 1 p.m.
Saturday	8 a.m. – 2 p.m.



Ontario's Organ and Tissue
Donation Agency

Give The Gift Of Life!

You Can Now Register Online!

**Please visit www.beadonor.ca
and follow the instructions.**

For more information,
please call Trillium Gift of Life
at 1-800-263-2833

Lung Cancer Screening



People who are ages 55 to 74 and have smoked cigarettes daily for at least 20 years (not necessarily consecutive) may be eligible for lung cancer screening at Lakeridge Health in Oshawa.



If you meet this criteria, please contact Lakeridge Health, at 905-576-8711 x4449, to complete a risk assessment by telephone to determine eligibility.



Eligible participants will be offered screening using a low-dose CT scan of the chest.



**Lakeridge
Health**



**Central East
Regional Cancer Program**
in partnership with Cancer Care Ontario



**Are you or someone you know
in crisis now?**

**24-hour telephone support line:
905-666-0483
or 1-800-742-1890**



"helping those in distress to cope..."

**24/7 Distress Helpline:
905-430-2522
or 1-800-452-0688**

**KidsHelpPhone.ca
1 800 668 6868**

Kids Help Phone
**24/7 phone and
online counselling available at:
1-800-668-6868 or
KidsHelpPhone.ca**

Time for a hearing test?



- » **Proud to serve,**
for over 20 years, the
needs of Unifor members
in Durham, Clarington
and Northumberland.
- » **Free years supply
of batteries** with
purchase of hearing aids
- » **Consultations**
and hearing tests with
registered Audiologist
Nav Balsara MS, licensed
Hearing Instrument
Specialists.

Locations

Professional Hearing Services of Ajax
Unit 106 - 601 Harwood Ave South,
Ajax, ON L1S 2J5
905-428-7555

Bowmanville Hearing Services Ltd.
Unit 1103A - 222 King Street East,
Bowmanville, ON L1C 1P6
905-623-1994

Professional Hearing Services
of Scarborough
Unit 317A - 1371 Neilson Road,
Scarborough, ON M1B 4Z8
416-286-9800

ProfessionalHearingServices.ca

Professional Hearing Services of Whitby
Unit 405 - 220 Dundas St. West,
Whitby, ON L1N 8M7
905-666-8000

Professional Hearing Services of Newcastle
300 King Ave East,
Newcastle, ON L1B 1J8
905-987-5252

What Is Opioid Addiction?

OPIOIDS ARE A CLASS OF POWERFUL drugs that are primarily prescribed to treat severe pain. If opioids are abused, they can create feelings of intense pleasure or euphoria, and can also lead to fatal overdose, along with other medical, legal and social problems. Opioids include illicit drugs, such as heroin, as well as prescription medications, such as Percocet, morphine and codeine. Opioids are an effective medication when used as prescribed, but they carry a risk of addiction because of their powerful effects.

Opioid addiction refers to a group of signs or symptoms and behaviors that indicate a person is both physically and psychologically dependent on the substance. Typically the person will continue to use opioids despite the fact that the drug use is causing significant physical, personal or social problems. Because tolerance develops quickly to the euphoric effects of the drug, the person will take increasing amounts of the drug in order to feel high. Through chronic exposure to the drug, the person will also show signs of physical dependence. That is, if the person abruptly stops using the drug, he or she will experience very unpleasant withdrawal symptoms, such as strong

cravings, sweating, muscle aches and insomnia. Withdrawal symptoms happen when the body cannot re-adapt quickly enough to the absence of the drug.

Opioid addiction involves more than just physical dependence. For example, a person with cancer who is prescribed opioids for severe pain may experience withdrawal symptoms when he or she stops taking the medication, but is not addicted. In addition to physical dependence, opioid addiction also involves psychological dependence. This means that the drug is so central to the person's life that the need to keep using becomes a craving or compulsion, even if the person knows continued use is harmful.

Cravings and increasing tolerance may lead the person to buy drugs on "the street" or go to more than one doctor to get the same drug. He or she may smoke, snort, crush or inject the drug in order to feel high faster and more intensely.

What are the signs & symptoms of opioid addiction?

- needing to take more of the drug to get the same effect
- persistently wanting to quit, or trying unsuccessfully to quit
- spending a lot of time and effort to

obtain, use and recover from opioids

- continuing to use opioids despite negative consequences
- crushing, snorting, smoking or injecting opioids
- running out of prescription medications early
- accessing two or more physicians for prescriptions
- escalating use
- buying opioids on the street
- showing signs of opioid intoxication (e.g., nodding off, pinpoint pupils)
- feeling ill (withdrawal) when the use of opioids suddenly stops
- experiencing cravings to use
- making the use of drugs a priority over family, work and other important obligations.

What are the causes & risk factors of opioid addiction?

Opioid addiction is caused by a combination of physical and psychological factors. They include:

- access to opioid drugs, whether from licit or illicit sources
- development of physical tolerance to the drug

WHAT IS OPIOID ADDICTION?
continues on page 24

**By
Tim Fallis**

Unifor/GM
Substance Abuse
Representative

OPTOMETRIST DR. PELLEGRINO & ASSOCIATES

OSHAWA - 905-576-5444

375 Bond Street West, Oshawa, Ontario L1J 8A2

HOURS OF OPERATION:

Monday - Thursday: 9:00 am - 6:00 pm
Friday: 9:00 am - 1:00 pm

WHITBY - 905-668-4479

413 Dundas Street East, Unit #2, Whitby, Ontario L1N 2J2

HOURS OF OPERATION:

Monday: 8:30 am - 6:00 pm • Tuesday: 8:30 am - 8:00 pm
Thursday: 8:30 am - 6:00 pm • Friday: 9:00 am - 2:00 pm

~ NEW PATIENTS WELCOME ~



BOND OPTICAL

HOURS OF OPERATION:

Monday - Wednesday - 9:00 am - 6:00 pm
Thursday: 9:00 am - 7:00 pm
Friday: 9:00 am - 5:00 pm



VERSACE



905-579-6411

375 Bond Street West, Oshawa
(Between Park & Stevenson)

www.bondoptical.com

What Is Opioid Addiction?

Continued From Page 23

- use of increasing quantities of the drug
- compulsive use
- presence of withdrawal symptoms.

Risk factors for developing opioid addiction include:

- personal history of substance use issues involving any substance, including alcohol

- family history of substance use problems or addiction
- history of preadolescent sexual abuse
- history of psychiatric problems.

What is the treatment for opioid addiction?

Two main treatment options are available for opioid addiction:

- addiction treatment counselling (e.g., withdrawal management, residential treatment centre, day treatment, mutual aid groups such as Narcotics Anonymous).
 - substitution drug therapies using methadone or buprenorphine
- References: CAMH

How Can I Get Help?

If you are a GM member and you decide you need help, please call your Unifor/GM Substance Abuse Representative Tim Fallis at 905-426-0002. All inquiries are confidential.

For workplaces other than General Motors, please talk to your Employee Assistance Program Representative or Human Resources Representative. To find assessment and treatment services in your community, call the Drug and Alcohol Helpline at 1-800-565-8603.

In Solidarity. 🍁

Unifor/GM Substance Abuse Rep

**When you decide you need help,
and want a referral for counselling,
please call your Unifor/GM**

**Substance Abuse Representative Tim Fallis:
office: 905-644-3723 ■ cell: 905-426-0002**

**Tim can then refer you to the appropriate
alcohol and drug addiction counsellor for your situation.**



- **Not using your CPAP?**
- **Struggling?**
- **CPAP Mask Uncomfortable?**
- **When was the last time your CPAP unit was checked?**
- **Time to replace your mask or other accessories?**

Our licensed respiratory therapist will check your pressure setting, discuss your therapy, and address your specific needs.

We ensure you are cared for by a licensed respiratory therapist. Our customer service representative is on hand to work with you and Green Shield directly.

905-436-1773

29 Charles Street, Oshawa • Inside the Oshawa Clinic physiotherapy building

Connect with us on Social Media



Registered Green Shield provider



The Most Common Cause Of Worker Against Worker Conflicts

I FIND IT DISTURBING TO SEE WORKERS BECOME so angry towards each other that repairing the relationship is no longer an option.

It is even more disturbing to find that the turning point in their relationship was over an unaddressed issue with their job. Often management was well aware of the job issues and kept telling the workers that they were dealing with it... for weeks, in some situations months. Workers are being told, that because management is working on it, you can't start a job dispute/concern.

Well guess what? You can!! Your Districts, Shop Floor Union Representatives, and Standards Reps developed the "Job Concerns Tracking Sheet." It is the proper process and the only process to officially initiate and document job concerns such as job layout, overcycles, standards etc.

Below is an explanation of each process that can be addressed under the "Jobs Control Tracking Sheet."

Layout: if everything is in the best location (stock, guns, racking)

Standards: can not do the job according to the blue book/JES/SOS

Model: would be that one vehicle model is overcycle but the others are under (low runner)

Quality: a part not fitting correctly causing possible damage/or to become out of spec

Overcycles: too much work, can't perform job within footprint

Non-Standard: parts out of spec/equipment not working properly/ having to move parts/perform repairs before starting job (i.e. debris blocking where you need to put a bolt in).

Other: i.e. ergo issues

This new process seems to be working so don't be afraid to put up your hand if you have concerns with your job and insist on filling out the "Job Concerns Tracking Sheet" with your Group Leader and your Union Rep. If it still does not get resolved in a timely manner (15 days) you can escalate it to a "Job Dispute." Please support your coworkers through this process. Do not let job related issues ruin the dynamics in your team! If you are in a situation where this is already affecting your relationships/dynamics please put in a call for me.

I realize that some members do not feel comfortable putting in a call at work, for their Unifor Human Rights Rep. If you find yourself in this position, even if it is just a simple question, please feel free to send me an email!

Francine Saunders:

Office Phone: 905 644 1114 Cell: 289 685 1716

Emergency Cell: 905 260 2009

Email: francine.saunders@gm.com



Francine Saunders

Human Rights/
Employment Equity
Representative
& Executive Board
Trustee

Stress In The Workplace

WE HEAR A LOT ABOUT STRESS, BUT WHAT IS it? As stated by the Canadian Mental Health Association:

"Stress is a reaction to a situation - it isn't about the actual situation. We usually feel stressed when we think that the demands of the situation are greater than our resources to deal with that situation. For example, someone who feels comfortable speaking in public may not worry about giving a presentation, while someone who isn't confident in their skills may feel a lot of stress about an upcoming presentation. Common sources of stress may include major life events, like moving or changing jobs. Long-term worries, like a long-term illness or parenting, can also feel stressful. Even daily hassles like dealing with traffic can be a source of stress."

From: "Stress," Canadian Mental Health Association, 2018

Workplace stress then is the harmful physical and emotional responses that can happen when there is a conflict between job demands on the employee and the amount of control an employee has over meeting these demands. In general, the combination of high demands in a job and a low amount of control over the situation can lead to stress.

Stress in the workplace can have many origins or come from one single event. It can impact on both employees and employers alike. It is generally believed that some stress is okay (sometimes referred to as "challenge" or "positive stress") but when stress occurs in amounts that you cannot handle, both mental and physical changes may occur.

From: CCOHS Workplace Stress Fact Sheet:

What Causes Stress In The Workplace?

There is no one cause of stress in the workplace. Every worker is an individual with their professional and personal lives bringing different factors that may influence their reactions to conditions in the workplace. However, there

STRESS IN THE WORKPLACE
continues on page 26

Yoga Classes

Mondays at 3:00 pm.

Location

"D" Building southeast corner in the gym "The Loft"

Bring a yoga mat

Free

For any further information please don't hesitate to contact:

Francine Saunders

Unifor/GM Human Rights/Employment Equity/Counsellor Guide

Unifor Local 222 Executive Board Trustee

Office: 905-644-1114 • Cell: 905 260 2009

Cell: 289-685-1716 • francine.saunders@gm.com

Stress In The Workplace

Continued From Page 25

are factors within workplaces that have been shown to influence feelings of stress in the workplace. Some examples include:

Categories of Job Stressors	Examples of Sources of Stress
Task Design	- workload (overload and underload) - pace / variety / meaningfulness of work - adequate time to complete a task - autonomy (e.g., the ability to make your own decisions about our own job or about specific tasks) - shiftwork / hours of work - skills / abilities do not match job demands - lack of training and/or preparation (technical and social) - lack of appreciation - isolation at the workplace (emotional or working alone)
Role in the organization	- role conflict (conflicting job demands, too many roles, multiple supervisors/managers) - uncertain job expectations/role ambiguity (lack of clarity about responsibilities, expectations, etc.) - level of responsibility
Career development	- under/over-promotion - job security/insecurity (fear of redundancy either from economy, or a lack of tasks or work to do) - lack of career development opportunities, growth, or advancement - overall job satisfaction
Relationships at work (Interpersonal)	- supervisors (conflicts or lack of support) - coworkers (conflicts or lack of support) - threat of violence, harassment, etc. (threats to personal safety) - lack of trust - lack of systems in workplace available to report and deal with unacceptable behaviour - prejudice or discrimination
Organizational structure/ climate/ management style	- participation (or non-participation) in decision-making - communication patterns (poor communication / information flow) - little recognition for good job performance - lack of systems in workplace available to respond to concerns - not engaging employees when undergoing organizational change - lack of perceived fairness (who gets what when, and the processes through which decisions are made). Feelings of unfairness magnify the effects of perceived stress on health - lack of support (such as family-friendly policies, employee assistance programs, etc.)
Work-Life Balance	- role/responsibility conflicts - family exposed to work-related hazards
Workplace Conditions/ Concerns	- exposure to unpleasant conditions (e.g., crowding, smells, etc.) - exposure to hazards (e.g., ergonomics, chemical, noise, air quality, temperature, etc.)

Updated and Adapted from: Murphy, L. R., *Occupational Stress Management: Current Status and Future Direction*. in *Trends in Organizational Behavior*, 1995, Vol. 2, p. 1-14, and UK Health & Safety Executive (HSE) "Managing the causes of work-related stress: A step-by-step approach using the Management Standards," 2007.

Current Main Stressors In Our Workplace

There are currently two main sources of stress in our workplace.

Task Design

- unresolved job concerns (15 day Concern Tracking Sheet process not being utilized or explained to workers)

Workplace Conditions/ Concerns

- workers given platitudes and no resolve to concern

Thoughts?

If you have any thoughts on this article, related workplace issues causing stress, or ideas in reducing stress in our workplace please send me an email.

Francine Saunders:

Office Phone: 905 644 1114

Cell: 289 685 1716

Emergency Cell: 905 260 2009

Email: francine.saunders@gm.com*

Pain Free Feet

Money Back Guarantee

Green Shield Provider

No appointment walk in service



Plantar Fasciitis
Sciatica
Mortons Neuroma
Back Pain
Knee Pain
Hip Pain
Ankle Pain
Bunions
Hammer Toes
Corns
Calluses

Diabetic Treatment – Guaranteed Results

THE ORTHOTIC WORKS

191 Bloor St. E.
Oshawa
905.720.0783

2F Tremont Dr.
St. Catharines
905.641.1933

Month Highlights Activism With Campaign Against Gender-Based Violence

THERE WILL BE PURPLE LIGHTS HUNG AT THE UNIFOR Local 222 Union Hall in November to shine a light on Women Abuse Awareness and Prevention Month.

Purple is the symbol of courage, survival and honour, and has come to symbolize the mission to end violence against women. This leads into the 16 days of activism against gender-based violence, which aims to raise public awareness and mobilize people everywhere to bring change. The campaign itself runs from Nov. 25 to Dec. 10. The annual December 6 candlelight vigil will be held at the Union Hall for the National Day of Remembrance and Action on Violence Against Women.

I attended the Unifor Women's Advocate update training in October held in Port Elgin. It was an empowering update that included women's advocates from different Unifor sectors all across Canada. The advocates were there to further educate themselves and to discuss issues that affect women in our workplaces and our communities.

Here in Ontario under the previous government, legislation was passed that would benefit women. This was Bill 148. The new Conservative government is actively working to take

away the important rights that include five paid days off for domestic and sexual violence survivors; two paid sick days; and 10 days of personal emergency leave days, two of which are paid. The government is also threatening not to advance the minimum wage to \$15 an hour and possibly reducing it from \$14 an hour. Should they be successful in doing this, it would affect mostly lower-income women who tend to be in this demographic at a higher rate than the rest of the population.

Here in GM, the Before the Snow Flies Coat Drive started on Oct. 17 and will continue until Nov. 16. Donations are greatly appreciated. Men's and women's, especially plus sizes, as well as hats, scarves mitts, gloves and new socks. The generosity of our members provides for many vulnerable people in our community who will stay warm this winter season.

As the Unifor/GM Employment Equity Women's Advocate, I can be reached confidentially in the office at 905-644-2827 or by email at teresa.martin@gm.com

In Solidarity.🍁



Teresa Martin (Knox)

Human Rights/
Employment Equity/
Women's Advocate

Clinic Eyewear

Lorne Sellick, Registered Optician



- GLASSES FULLY COVERED BY YOUR PLAN
- SAME DAY OR NEXT DAY SERVICE
- DIRECT BILLING FOR EYE EXAMS
- NO-CHARGE SAFETY GLASSES

905-438-1688

Located inside
the Oshawa Clinic
117 King Street East, Oshawa



Andrew Springer Chiroprapist – Foot Specialist

Don't live with your discomfort and pain anymore.

Andrew Springer has been a foot specialist for over a quarter of a century.

He has successfully brought relief to Children, Seniors and Athletes.

Call today
for an appointment
905-728-FOOT (3668)

**WE GUARANTEE
TO SEE YOU
WITHIN TEN DAYS!**



**Foot Pain is
Not Normal**

**Glazier Medical Footcare
11 Gibb Street, Oshawa**

Marking Woman Abuse Prevention Month As Well As Movember

TO ALL OUR PARTICIPANTS WHO are currently growing out their moustaches for Movember I want to commend you on your "hairy" journey. Because of you, we are saving and improving the lives of men all around the world. Keep up the great work because your stash is inspiring donations and conversations which is making a real change.

If you haven't had the opportunity to donate to our "Mo" Brothers or "Mo" Sisters, please go to ca.movember.com, search their name and donate today, or if you want to donate to the entire team search Uni-Stash Local 222. Your donation goes towards men's health, more specifically prostate cancer, testicular cancer, mental health and suicide awareness.

November is Woman Abuse Pre-

vention Month. It is every woman's fundamental right to live in safety and security in her home and community free from the threat of violence.

Women experience violence in many ways, from physical abuse to sexual assault and from financial abuse to sexual harassment or trafficking. Whatever form it takes, violence against women can have serious long-term physical and emotional effects and in the worst case scenario, death.

On Nov. 25 the 16 days of action against domestic violence begins. The movement began at the Women's Global Leadership Institute in 1991, an event sponsored by the Centre for Women's Global Leadership.

During the 16 days of action against domestic violence the White Ribbon



Jackie Sobil

Unifor Local 222
Women's Committee
Co-Chairperson

Campaign is in effect. This is the largest effort in the world of men working to end men's violence against women. Each year, men and boys in Canada are urged to wear a white ribbon as a pledge to never condone or remain silent about violence against women and girls.

Our part in the 16 days of action against domestic violence we dedi-

**MARKING WOMAN
ABUSE PREVENTION MONTH
AS WELL AS MOVEMBER**
continues on page 29

Attersley Tire

Est. 1960

Celebrating

60

Years!

Simply provide evidence of your past or present UNIFOR, CAW or CEP membership to the sales associate and receive your VIP pricing.

100%

GUARANTEED

Exclusive pricing for all UNIFOR members!

Attersley Tire would like to extend exclusive pricing and discounts to all UNIFOR members. Both active and retired UNIFOR, CAW and CEP members are automatically entitled to exclusive discounts and deals on all products.

Simply call or visit any one of our three locations:

Port Perry 905-985-1444	Oshawa 905-404-8473	Peterborough 705-876-1144
-----------------------------------	-------------------------------	-------------------------------------

or join us on the web at:
www.attersleytire.com

Friendly
Local
Affordable

Marking Woman Abuse Prevention Month As Well As Movember

Continued From Page 28

cate to honouring the 14 women who lost their lives in the École Polytechnique Massacre. On Dec. 6, 1989 Marc Lépine, armed with a rifle and a hunting knife, shot 28 people, killing 14 women, before committing suicide. It was the deadliest mass shooting in Canadian history.

We welcome you all to attend our Candlelight Vigil on Dec. 6 at 6 p.m. to honour the women who lost their lives to violence. We cannot change the past, but we hope to change the future. During the vigil we will be focusing on human trafficking, and more specifically human trafficking in Durham Region. Ontario is considered the hub of sex trafficking and

Durham is the epicenter of it. This is a real issue and its happening in our community!

We are fortunate to have Pamela Young, the Director of Community Development from SafeHope Homes, as one of our guest speakers. Pamela will be touching on the housing that supports participants to transition into a healthy lifestyle within the community as well as the recovery programs for the women.

Jasmine Scott, who also works at SafeHope Home as an advocate and educator against human trafficking as well as a peer mentor, will be joining us. Jasmine grew up as a small-town girl in Northern Ontario with a loving

family. She was raised in the church, had excellent grades in school and had never gotten into trouble as a youth. After graduating high school she moved to London to pursue her goals at the University of Western Ontario. There she found herself lured and trapped into the underground world of the sex industry.

We will also have Karly Church from Victim Services of Durham Region who works alongside Durham Regional Police Service. Karley is a Crisis Intervention Counselor, Social Service Worker, and an advocate for survivors of domestic sex trafficking. Karly is a survivor of domestic human trafficking and has harnessed her lived experiences to help others.

We would like to express our appreciation to all of our guest speakers, as well as The Community Service Band who will be providing music throughout the evening.

In Solidarity. 🍁

CLEAR VISION

begins with Healthy Eyes



**Direct billing of Insurance
available for GM and
Chrysler employees**

Dr. Janet Brooks
Optometrist
Oshawa Clinic
117 King St. E.
Oshawa, ON

Telephone: 905.721.3589



Nurse Next Door®
home care services



**Assisted living
in your own home**

NOW SERVING YOUR COMMUNITY!

Call today to book your FREE Caring Consult

1-866-571-9997

Union Seminars

**Free
Dinner
&
Workshops
Wed. Dec. 5
and
Wed. Dec. 12**

#1 Steward Training:

Learn about the role of a workplace union representative in upholding the collective agreement and the importance of gathering information for grievances.

#2 Health & Safety:

Understand workers' right to a safe workplace and employers' duties under the Ontario Occupational Health and Safety Act.

#3 Human Rights:

Harassment? Or human rights violation? Learn the difference and the value of talking things through.

#4 CPR: Unifor Members ONLY

Note* Limited to 15 members; if you need a certificate, the cost is \$25, otherwise the course is free.

Open to all members of Unifor Local 222

Please indicate your 1st & 2nd choice of available workshops.

Email your information to local222@local222.ca or return the completed registration form to the Unifor Local 222 Union Hall, or fax it to 905-436-9515.

REGISTRATION DEADLINES:

Wednesday November 28 for the Wednesday December 5 seminar

Wednesday December 5 for the Wednesday December 12 seminar

SEMINAR AGENDA

3:00 p.m. Registration

3:30 p.m. Dinner (free)

4:00 p.m. Workshops



UNIFOR

Local 222 | Canada

Unifor Local 222 Labour Education Seminar

☐ WEDNESDAY, DECEMBER 5, 2018 or ☐ WEDNESDAY, DECEMBER 12, 2018

The Education Committee reserves the right to cancel any workshop that has insufficient registrations.

Name (PLEASE PRINT CLEARLY): _____

Best phone #: _____ Please circle: Text? YES NO

Workshop: **1st Choice #** _____ **2nd Choice #** _____

Where do you work? _____

Please check which shift you are on: ☐ Shift #1 ☐ Shift #2 ☐ Shift #3

Four Union Courses In Fall Seminars On Dec. 5 And 12

HELLO SISTERS AND BROTHERS! THE UNIFOR LOCAL 222 Education Committee is happy to announce that we will be hosting our Education Seminars in December! Please save the dates of Dec. 5 and Dec. 12. The Family Auxiliary will be providing their famous roast beef dinner.

The courses available will be Steward Training with Ron Clark, the chair of Armada Toolworks leading the course. Health and Safety will be led by Kevin O'Shea and Bill Kudla, Health and Safety Reps at General Motors. Human Rights will be facilitated by Francine Sanders, the Human Rights representative at General Motors; and CPR will be run by retiree Frank Simmonds. Please note that there is a cost of \$25 if you want the CPR certificate and that there is a maximum of 15 members. This course typically fills up so please sign up early.

I'm proud to be joining the Unifor Local 222 Women's Committee and all our members who have signed up for Uni-Stash Local 222. Together, we have joined the Movem-

ber Foundation to raise funds for prostate cancer, testicular cancer and mental health and suicide prevention. These causes affect me personally as I've witnessed a close friend and bandmate suffer through testicular cancer and as I've written previously in the **Oshaworker**, I struggle with my mental illness as I suffer with bipolar disorder.

Those who know me usually recognize me by my red hair and my beard. I've been challenged by my friends to not just shave my moustache, but my entire face and head. I've accepted this challenge and hope to not only raise money, but more importantly, awareness to these very important causes.

As always, I remain In Solidarity. 🍁



Mike Mutimer

Unifor Local 222
Education Committee
Member

TD Insurance

Meloche Monnex

An exciting benefit for you as a Unifor Local 222 member or retiree.



Recommended by



UNIFOR
Local222

You **save** with preferred insurance rates.

Take advantage of your member and retiree privileges.

You have access to the TD Insurance Meloche Monnex program. This means you can get preferred insurance rates on a wide range of home, condo, renter's and car coverage that can be customized for your needs.

For over 65 years, TD Insurance has been helping Canadians find quality insurance solutions.

Feel confident your coverage fits your needs. Get a quote now.

HOME | CAR | CONDO

► Get a quote and see how much you could save!
Call **1-866-296-0888** or go to **tdinsurance.com/uniforlocal222**



The TD Insurance Meloche Monnex program is underwritten by PRIMMUM INSURANCE COMPANY. It is distributed by Meloche Monnex Insurance and Financial Services Inc. in Quebec and by TD Insurance Direct Agency Inc. in the rest of Canada. Our address: 50 Place Crémazie, 12th Floor, Montréal, Québec 2P 1B6. Due to provincial legislation, our car and recreational insurance program is not offered in British Columbia, Manitoba or Saskatchewan. All trade-marks are the property of their respective owners.
* The TD logo and other TD trade-marks are the property of The Toronto-Dominion Bank.

Keep Good Jobs In Canada

THE ICONIC IMAGE OF OUR 2016

Campaign was the banner on the bridge over the 401 saying "Keep Good Jobs in Canada". That slogan combines two very important aspects of what we are fighting for. We need to keep jobs in Canada, but we also demand that they be good jobs.

It is a priority to keep the pressure on GM to invest in Oshawa. They have been making profits from the work of autoworkers in this community for over 100 years. Since the reorganization of GM in 2009, they have made historically high profits year after year. GM owes it to the workers who have created that value through their work. GM owes it to the retirees who spent their whole working lives chasing the line, and were promised a secure retirement. GM owes it to the community.

But it is also a priority to achieve not just any jobs - we are fighting for good jobs. That means jobs that provide a decent standard of living, with benefits that cover workers and their families, and the chance for a secure retirement. It means maintaining our standard of

living in the face of inflation. It means ensuring that workers are not reduced to poverty during periods of layoff. It means fairness in pay and benefits and pensions for all the workers whose work is central to GM's profitability and success.

The Political Action Committee is committed to rebuilding the campaign of workers, unions, public organizations and civic leaders to keep good jobs in GM Oshawa. Now is the time to start building the pressure on GM to make a long-term commitment to keeping GM Oshawa open. We need the active engagement of workers (both new hires and more senior) and retirees, from all our units, if we are going to be successful.

In 2017, GM's adjusted earnings before interest and taxes in North America totaled \$11.9 billion US. At the average exchange rate for 2017, that is \$15.453 billion Canadian dollars. All of that profit came from the hard work of auto workers assembling vehicles in Canada, the US and Mexico. In 2017 there were about 8,000 GM workers



Tony Leah

Unifor Local 222
Political Action Committee
Chairperson

in Canada, about 52,000 in the US, and about 15,000 in Mexico - that is a total of 75,000 workers. If we divide the profits by the number of workers we learn that GM made a net profit of \$206,045 from the work of each and every auto worker. We already donate a very large percentage of the value of our labour to GM Corporation's shareholders and executives. The top six GM execs alone made about \$75 million in 2017. Fairness and union principles demand that at the very least workers doing the same work deserve the same pay.

Political Action Committee

Meetings of the Unifor Local 222 Political Action Committee are open to all Unifor Local 222 members. The meeting dates and times are posted on the website local222.ca. 🍁

CROWN MAINTENANCE INC.

Sales & Service Since 1993

Factory Authorized Service Centre

TORO

STIHL

Ariens

ECHO
Outdoor Power Equipment

HONDA
ENGINES

BRIGGS & STRATTON

CAMPBELL HAUSFELD
REAL TO LAST

KÄRCHER

LAWN-BOY

CRAFTSMAN

Parts, Sales and Service To All Makes

1280 Terwilliger Ave., #7, Oshawa, Ont. L1J 7A5 (905) 723-6057

Unifor Co-Operating Lawyers in Port Hope and Cobourg

Allan McCracken

Prashant Talpade

Holden Agnew-Pople

Port Hope (905) 885-2451

Cobourg (905) 376-3193

View The Oshaworker Online:

Current and past copies of the *Oshaworker* are available on our website at www.local222.ca. Simply click **The Oshaworker** tab at the top of our home page. If you would prefer to view the *Oshaworker* online, and no longer wish to receive it via Canada Post, please call the Unifor Local 222 Union Hall at 905-723-1187, or 1-800-465-5458 or email local222@local222.ca. Be sure to include your full name, badge/employee number and address.

Annual Four-Person Golf Scramble Was A Huge Success

IT WAS A GREAT FINISH TO AN AWESOME GOLF SEASON. Your Unifor Local 222 Recreation Committee's annual Fall Four-Person Scramble was a huge success. We had 96 golfers in attendance and the tournament ran as smoothly as ever.

It started off a little cool in the morning then turned into a great day. Once again we had an amazing prize table filled with items for every golfer. I'd like to thank Jimmy and Lisa at the Canadian Tire Midtown for all their help in making our prize table so awesome every year.

I'd also like to thank your Recreation Committee for all

their help with team check-ins, signing waivers, skins and mulligans.

Another thank you goes out to Matt Smith for taking all those amazing pictures throughout the day; and to Rosie Langstaff for all your help as well. As well, last but not least, to Dean Howse for all his help before, during and after the tournament, even though he's not on the committee. Thanks Dean.

Our next event will be your Super Bowl Party, which will be held at the Unifor Local 222 Union Hall on Feb. 3, 2019. Tickets will be \$20 per person, including the game on the giant projection screen, dinner and prizes. Football grids and raffles will be available. Hope to see a big crowd out for this one!



Steve Hunter

Unifor Local 222
Recreation Committee
Chairperson



South Eastern Ontario Recreation Council

This year's National Golf finals were held at Pine Knot GCC in Dorchester on Aug. 18. It was a great day for golf this year. This tournament is very popular and includes golfers from all over Ontario. Our Local was represented well at this one! We had more than a few golfers in the top five of each group: A,B,C,D, women's. Excellent job Sisters and Brothers.

The National Four-Person Scramble was held at Rockway Vineyard GC in St. Catharines on Sept. 15, with another great turnout for teams from all over Ontario. These are great events, so please keep your eyes open next year and put a team in so everyone can share in the fun.

Until next time. 🍁



Scenes from
the Fall Four-Person
Scramble tournament.

Exciting Start To U2HL Season!

THE FALL AIR HAS BECOME CRISP ONCE AGAIN, WHICH signals the start of another new and very exciting season in U2HL play.

There have been a lot of changes which have only added to the excitement level this season. Most notably, the Bruins are now led by Tommy Pohjolainen after years of having Chuck Bickle at the helm.

I will always be grateful to Chuck for the guidance and leadership he offered as a team rep and it is now awfully strange to

see him wearing a Blackhawks sweater!

All four teams have been picked and look very, very even on paper, which has all four team reps eager to get their teams on the ice and get some games under their belts.

The new look Jets led by Brick Emerson have a young, speedy squad and look very dangerous and ready to take the league by storm.

The Bruins have a new rep and along with that, a new outlook on their future in the league. They also have a young squad and a speedy team that are so far undefeated and are going to be a handful for all the other teams.

The Blackhawks are off to a bit of a tough start due to an injury to their starting goaltender but have a very talented, offensive squad and will be looking to get back on track as the early part of this season moves forward.

The Canucks are a veteran-laden team with a ton of experience, who are hoping to win another championship for some league staples and veteran newcomers. It all adds up to a terrific season to come.

Canlan Ice Sports Oshawa continues to be home base for the league and we couldn't be happier to be there. Tyler and his staff have treated us first class and we enjoy the service and world class facilities they offer. Our game times also are the same this year, playing at 3:15 and 3:30 p.m. when Shift #2 is on days.

We are currently looking for any players who wish to sign up as spares as we are always on the lookout for new blood and are open to anyone who wishes to get a good skate in once in a while. There are a lot of opportunities throughout the season as players take vacations and such and all of our team reps are very good at getting different players out so they can experience what our league is all about. Anyone who might be interested can call me at 905-244-5075 or email me at wood.11@hotmail.com.

By the next issue, we will have played over a quarter of our regular season and I will have some updated standings and scoring leader races to share with everyone. Until then and until next time, get those pucks in deep!🍁



Scott Wood

Unifor Local 222
Shift 2 Hockey League

Your mammogram could be your lifesaver!



Women 50 to 74 should have a mammogram every two years.

Breast cancer can be impossible to see or feel. Regular breast cancer screening mammograms are the best way to find breast cancers early.

Screen for Life
Cancer screening sees what you can't



**Central East
Regional Cancer Program**
in partnership with Cancer Care Ontario

**Speak to your healthcare provider
about cancer screening today!**



Coverage for eye exams, eyewear (glasses & sunglasses), and contact lenses are directly submitted by our office.

We offer a variety of services including glasses, contact lenses, laser surgery co-management, pediatric eye care, digital retinal photography, glaucoma testing, as well as prescribing medications.

For information or to book an appointment, please call or stop by our office:

Mondays-Wednesdays 9 am-5 pm • Thursdays 10 am-7 pm • Friday 9 am-2 pm

10-500 King St. W., Oshawa

905-434-EYES (3937)

www.eyeseeoptometry.ca

**Dr. Michael Bryant's office has re-branded!
New patients and walk-ins
are always welcome.**



Annual Hockey League Generals Night Tickets Now Available

WHEN THE SEASON STARTED ON Oct. 16, we were still looking for players and spares. At **Oshaworker** deadline we needed three players for sure.

All the hard set-up work is done, now it's time to play hockey and have some fun. By the next issue we will have played around four games each with a bye every four games. I think some of us would like the day off to heal our athletic bodies and get ready for a long season ahead.

If anyone knows someone who would like to play please contact one of our reps with the necessary info to help get him or her into the Truck/Car Hockey League. This goes out to all Unifor members who would like to play.

The Truck/Car Oshawa Generals night this year is Feb. 1, a Friday night against the Peterborough Petes. We have 150 tickets and 30 are already sold, so if anyone wants to go, get them ASAP. I have them so call me 905-259-3825 The cost is the same as last year \$35 each and includes pizza and popcorn. Last year was a great success. Anyone who has been to one has had a great time, so tell all your friends and family. Kids are also welcome.

I would like to thank Rob Small again this year for a great job he has done in the Junior Retirees Golf League. Some of our Truck/Car players also play in the golf league and we all have a great time whacking the ball around. We play



John Perrault

Unifor Local 222
Truck-Car Hockey League

hockey and golf together all year round and that's what makes both leagues so great. Again thanks Rob for a great season. Anyone from the golf league can get Generals tickets too.

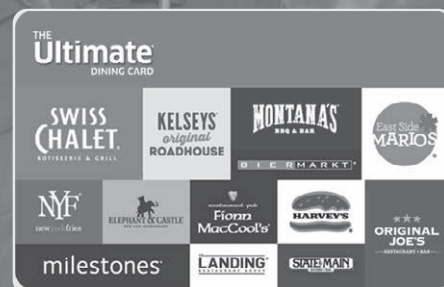
We're happy to get the season underway, get ready for the winter and have some fun. Remember players, keep your stick down and to goalies, keep the puck out. Have a great year, but it's also about the fun. 🍁



unifor
theUnion | le syndicat

**GROUP
HOME & AUTO
INSURANCE**

Serviced by Local 1106
Unifor members



**Get a quote
and we'll send you a
\$25 Gift Card**

www.uniforinsurance.com

1-877-229-4677

USE PROMO CODE: 2002CAN
Promotion ends January 1, 2019

The Ultimate® Dining Card is a registered trademark of Cara Operations Limited. Cara Operations Limited has neither authorized, sponsored, nor endorsed this promotion. Go to www.uniforinsurance.com to request a quote and enter promo code 2018CAN. Promotion ends January 1, 2019. Breckles Insurance Brokers Waterloo a division of CLIS Inc., 50 Westmount Road, N, Suite 221, Waterloo, Ontario N2L 2R5. To qualify for this promotion the following conditions apply: 1) request a quote through www.uniforinsurance.com, 2) must speak to a CLIS broker by telephone to review your quote, and 3) you must qualify for Unifor group member rates.

Shift #1 Truck Plant Ten Pin Tid Bits

WELCOME BACK ALL OF YOU TO ANOTHER SEASON OF fun and frustration at Leisure Lanes in Oshawa. As is the case almost every year, it takes a few weeks to get ourselves in gear. This season is no exception! During the first five weeks, there was only one 600+ triple, 53-500+ triples and 35-200+ games on the scoresheets. The one bright spot through all of this was Kayla Ghersini's 705 triple on Sept. 13, followed by her third 300 perfect game (following two from last year) tossed the following week, along with a 169 and a 242. When I mentioned to my teammate, Jon Mitchell, about Kayla's first game of 169, he remarked, "That's okay, she'll probably roll a 269 the second game!" How was that 300 for a remarkable comeback?

The one and only 600+ triple (677) was thrown by our own Jon Mitchell (265+255+157) on the same night as Kayla's 711. Congratulations to both of these terrific bowlers. I'm sure there'll be lots more from these two individuals!

As of Oct. 4, the five-pin pot stands at \$36, a sluggish start as well. I'm going to try my best to get it in motion much better the next five weeks!

On Sept. 20, it appeared that Bruce Bloomfield might be after both the "Kemper Trophy" that he garnered last season, and the five-pin trophy, with three backboard thuds that night as well as two gutter balls in 10th frame of his last game.

Paulett Wanamaker, a new bowler this season on our team, insisted on being in our five-pin pot after missing two five-pins

the same night, even though I offered to give her a couple of weeks' grace, being new to the league. As a matter of fact, the next week Paulett got into the act, swiping that "Kemper Trophy" from Bruce (for now), cleaning out the dust bunnies with two gutter balls in the second frame of her third game! Not only that, but on Oct. 4, she cemented her hold on that trophy with two gutter balls in the first and third games of the night. Take heart Paulett, it's a long season. Things can change in an instant!

I should remind all of you about the two Mike Lund Memorial no-tap tournaments coming up on Nov. 18 and Feb. 17 as well. They always prove to be fun days.

Well, I guess that's it for now, except to say good bowling, and watch out for those five-pins! 🍁



Carl Kemp

Shift #1 Truck Plant
Ten Pin Bowling



HOME ACCESSIBILITY? WE DO THAT TOO.

Let Durham Medical renovate your home into an accessible home. Giving you access to all of the areas of your home from the porch to the pool and everything in between. Our qualified technicians can create, customize, deliver, and install your home healthcare equipment to provide full home access for years to come.

Like us on **facebook**.

242 King Street East, Oshawa
905-728-1112 | www.durhammedical.ca



Durham Medical (1983) Ltd.



awccu financial

Community banking since 1938

Call us at 905-728-5187 | Visit us online at awccu.com



**ZERO fees
MORE freedom**

Want carefree chequing?



Enjoy *zero service fees* with *no minimum balance* for 6 months **free!** Bring this ad to open today! Available to new AWCCU members until June 2018. *T & C apply.*

Is your bank **unionized**? We are! #unionstrong

Two locations for your convenience...

Nova
HEARING
S e r v i c e

905 • 438 • 0111

160 Stevenson Rd. S. – **OSHAWA**
www.NovaHearingService.ca

Beethoven
HEARING
C e n t r e

905 • 623 • 6500

127 King St. E. – **BOWMANVILLE**
www.BeethovenHearing.ca

With Audiologist Jamie LeGassie!

- ✓ Complimentary Hearing Assessments
- ✓ Discreet & Rechargeable Hearing Aids
- ✓ Risk-Free, Full Refund Trial Periods
- ✓ Direct Billing to Insurances
- ✓ Phone & TV Adapters
- ✓ Batteries & Repairs
- ✓ Tinnitus Therapy
- ✓ Wax Removal



"For the Joy of Sound"

**Local and
Independent
with
Personalized
Service**

the OshaWORKER classifieds

FOR SALE

Chest freezer, 30"W x 32"H, good condition, \$75. Call: 905-728-4448

New 10-speed touring bike \$85, 2-seater glider \$25, RespirAide air purifier 6 phase, new Mastercraft drill press \$100, padded glider chair \$50. Call: 905-723-3527

Honda snowblower on tracks, model HS724, includes manual, paid \$3000, sell for \$1500, used 4 times, Karcher power washer, 5 hp Honda, 2.3 GPM, paid \$565, sell for \$250. Call: 905-434-9120

Handcrafted solid pine harvest table 36"x72" \$500, walnut french provincial 7 pc bedroom suite, triple dresser, mirror, chifferobe, head/foot boards, night table, 2 queen bed frames. Call: 705-887-9273

Maple rocking chair \$80, 2 wicker chairs \$25, table and 4 chairs \$125 obo, small pine table \$35, snowshoes, men's, women's. Call: 705-754-9379

African drum Toca percussion, hand book, Ron Cross C.D., asking \$125, Villeroy and Bach canister set, new, \$100. Call: 905-668-6339

Free 44x32 office desk and swivel chair, 2 stage 25" cut snowblower, exc. cond. \$100, 19 fluorescent grow bulbs \$20, 6-4-0 fluorescent lights \$25. Call: 905-728-2883

Burgman 650 Executive, 2011, excellent condition, 17km, \$5000 firm. Call: 905-576-1654

House downsizing, furniture, bedroom suites, new tool box, fish bowl with stand, other house items. Call: 905-983-9602

1964 Beaumont parts, portable dishwasher, furnace motors, 6-way seat frame. Call: 905-721-0723

Schecter Synyster guitar with 'Death Bat' inlays, does work electrically but neck is suspect, makes a real nice wall hanging, \$149. Call: 905-436-2738

1975 Gibson L.G.5 electric guitar original hard case USA \$1450, Sigma by Martin 12 string acoustic guitar w/case \$275, model DT12-4. Call: 905-623-2611

Bolens snow thrower, 22", 179cc, OHV, horizontal shaft, engine brand new, \$350. Call: 613-392-3645

Brother inkjet multi-function printer, brand new \$385, garden ornaments, outdoor mats, carpets, hanging plants, foot spa, Christmas decorations. Call: 905-433-7988

1994 Chevy Silverado diesel, double stainless steel sink, 4 snow tires fits older Buick, big jugs for wine making, dining room set. Call: 905-576-0133

Oak veneer china cabinet, 72"h x 25"w x 20"d, TV stand, 25"h x 60"w x 19"d, excellent condition, \$150, tandem trailer, 6' x 12', new tires, rims, \$1200. Call: 705-799-1700

Women's Guess jacket \$20, men's leather jacket \$15, Pine chest of drawers \$25, 12-volt heated vibe-lumbar \$20, small vinyl stools 5/\$15. Call: 905-576-9162

Snowblower, chandelier, Burton snowboard, skates, inline skates. Call: 905-728-5705

WANTED

Good used kitchen and bathroom cupboards complete with counters or not. Call: 905-668-6980

Older fender, Gibson guitar or amp, working or not, have cash and will pick-up. Call: 905-576-0060

Parts to fit '73 Corvette, tilt and tele steering column, rear light lenses, L88 hood or L88 hood scoop, drivers side seat belt, amp gauge, clock and more. Call: 705-277-9495



UNIFOR
Local 222

the **OshaWORKER**

**DEADLINE FOR THE
DECEMBER 2018
ISSUE IS
FRIDAY, NOV. 16
AT 4 P.M.**



A.Taylor - G.Morgan
Unifor Dental Centre
1425 Phillip Murray Ave. Oshawa

~ New Patients Welcome ~
Open to Everyone

- Located at Unifor Local 222
- Reduced Fees on All Services
- 6 Dentists
- 3 Specialists
- Wheelchair Accessible
- Not-For-Profit



**Support Your
Local Unionized
Dental Office**

Call today to book your appointment!

905-579-8730

the OshaWORKER classifieds

NOTE: THERE IS A 20 WORD LIMIT (ONLY), NON-BUSINESS AD, ONE AD PER MEMBER

PLEASE PRINT YOUR AD BELOW:

- | | | | | |
|-----------|-----------|-----------|-----------|-----------|
| 1. _____ | 2. _____ | 3. _____ | 4. _____ | 5. _____ |
| 6. _____ | 7. _____ | 8. _____ | 9. _____ | 10. _____ |
| 11. _____ | 12. _____ | 13. _____ | 14. _____ | 15. _____ |
| 16. _____ | 17. _____ | 18. _____ | 19. _____ | 20. _____ |

Phone #: _____ Name: _____ Serial #: _____

Your advertisement can be delivered to the Unifor Local 222 Union Hall at 1425 Phillip Murray Avenue, Oshawa, Ontario L1J 8L4;
OR by fax to 905-436-9515; OR by email to local222@local222.ca

WELCOME TO #TRUCKCOUNTRY



**Employee
Deals***



YOU PAY \$38,455

2018 GMC Sierra Crew Cab

Finance \$265BW 0.99% 84 MONTHS
Lease \$238BW 48 MONTHS 20K KMS/YR



YOU PAY \$31,668

Finance \$210
Bi-Weekly, 84
months, 0.99%

2018 GMC Terrain Diesel

*All prices, payments, add HST&Lic. OAC. While
supplies last. GM Programs subject to change;
may affect prices, payments.

OVER
300

TRUCKS IN STOCK!

Come visit our showroom today.

GET **LIFTED**

Check out our Custom Lift Trucks
or customize your own ride!



No charge LIFT consultations:
lifts@millsmotors.ca

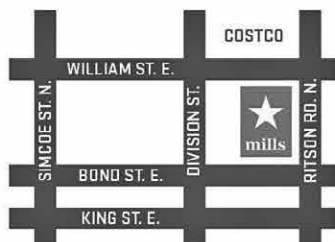


GMC
Certified Service

Book Online

**GET \$10
OFF**

Your Service Bill!



mills  **GMC**
BUICK • GMC Ltd.
whatever it takes

SALES 905 436 1500
SERVICE 905 436 4990
(Direct Booking)
PARTS 905 723 8105
COLLISION 905 723 2953

We are always open online at millsbuickgmc.com

National Day of Remembrance & Action on Violence Against Women



Thursday, Dec. 6, 2018

Unifor Local 222 Women's Committee



unifor

Local222 | Canada

Doors Open at 6:00 p.m.

Vigil Begins at 6:30 p.m.

Unifor Local 222 Union Hall

1425 Phillip Murray Ave. Oshawa

Please bring a non-perishable food item for donation

PM40032015